



GAUTENG
LEGISLATURE

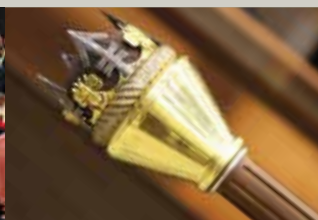
Your View — Our Vision



ANNUAL REPORT
2021/2022

*Following up on our commitments,
making your future work better*

GPL
GAUTENG
PROVINCIAL
LEGISLATURE







*Following up on our commitments,
making your future work better*



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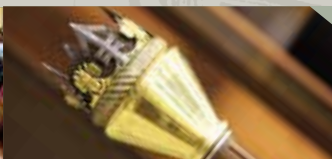
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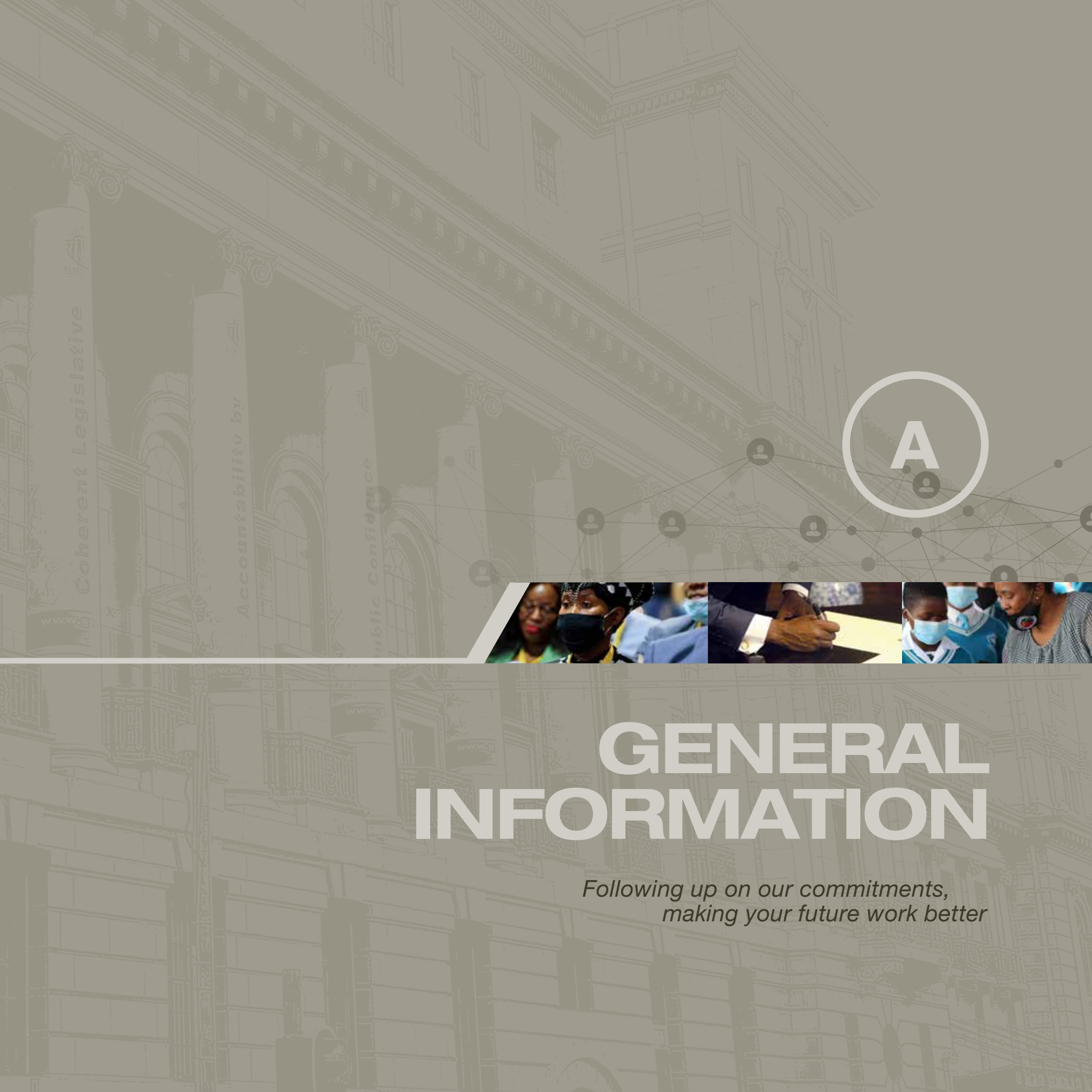
ANNUAL REPORT 2021/2022

*Following up on our commitments,
making your future work better*





The 2021/2022 performance of committees continues to respond to the Presiding Officers' Strategic Policy priorities of the Sixth Legislature and other policy documents such as the National Development Plan (Vision 2030), the governing party's priorities, relevant regional and global priorities and the outcomes of the State of the Nation and State of the Province Addresses.



GENERAL INFORMATION

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1 PREAMBLE TO THE CONSTITUTION

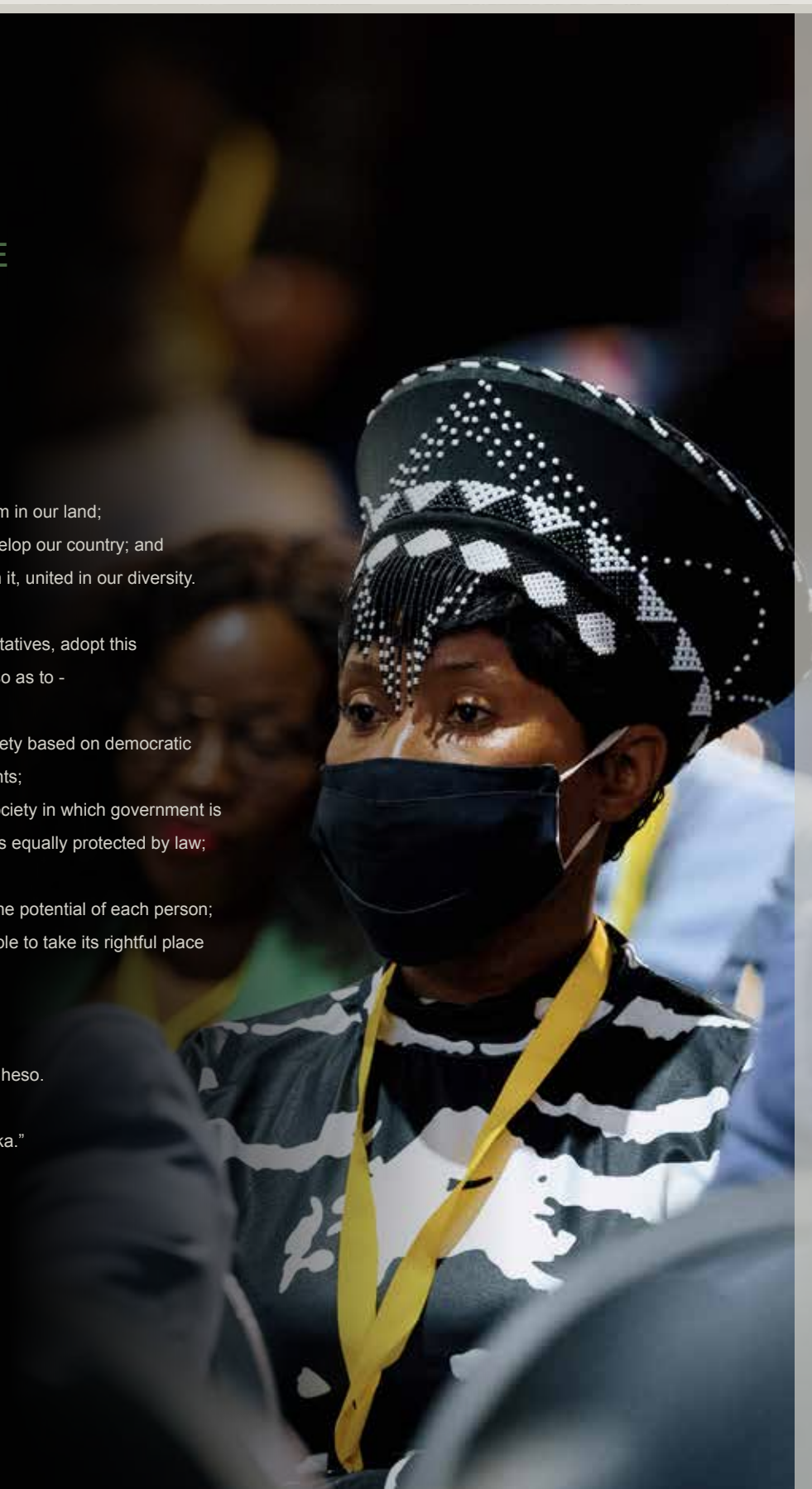
"We, the people of South Africa,
Recognise the injustices of our past;
Honour those who suffered for justice and freedom in our land;
Respect those who have worked to build and develop our country; and
Believe that South Africa belongs to all who live in it, united in our diversity.

We therefore, through our freely elected representatives, adopt this
Constitution as the supreme law of the Republic so as to -

Heal the divisions of the past and establish a society based on democratic
values, social justice and fundamental human rights;
Lay the foundations for a democratic and open society in which government is
based on the will of the people and every citizen is equally protected by law;

Improve the quality of life of all citizens and free the potential of each person;
and Build a united and democratic South Africa able to take its rightful place
as a sovereign state in the family of nations.

May God protect our people.
Nkosi sikelele' i-Afrika. Morena boloka setjhaba sa heso.
God seën Suid-Afrika. God bless South Africa.
Mudzimu fhatutshedza Afurika. Hosi katekisa Afrika."



2 LIST OF ABBREVIATIONS/ACRONYMS

APP	Annual Performance Plan	IT	Information Technology
BBBEE	Broad-Based Black Economic Empowerment	LAC	Legislature Adjudication Council
BEP	Business Enhancement Plan	LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex
CCTV	Closed Circuit Television	LSB	Legislature Services Board
CHEA-AR	Commonwealth Hansard Editors Association Africa Region	LSS	Legislative Sector Support
COID	Compensation for Occupational Injuries and Diseases	MEC	Member of Executive Council
COSO	Committees of Sponsoring Organisations of the Treadway Commission Framework	MPLs	Members of the Provincial Legislature
COVAC	Committees Oversight and Accountability Framework	MPWC	Multi-Party Women's Caucus
CPA	Commonwealth Parliamentary Association	NCOP	National Council of Provinces
CRC	Citizens Responsibility Campaign	NGO	Non-Governmental Organisation
CRR	Capital Replacement Reserve	NSF	National Speakers' Forum
CWP	Commonwealth Women Parliamentarians	OCoC	Office of the Chairperson of Committees
EAP	Employee Assistance Programme	OCPOL	Oversight Committee on the Premier's Office and Legislature
ECM	Enterprise Composite Model	O-Dep-CoC	Office of the Deputy Chairperson of Committees
EFT	Electronic Transfer	OHS	Occupational Health and Safety
FIS	Focused Intervention Study	PBMER	Integrated Framework for Planning, Budgeting, Monitoring, Evaluation and Reporting
FMPPLA	Financial Management of Parliament and Provincial Legislatures Act	PDMC	Provincial Disaster Management Centre
GEYODI-R	Gender, Youth and People Living with Disabilities	PPPF Act	Preferential Procurement Policy Framework Act
GPF	Gauteng Partnership Fund	PPE	Property, Plant and Equipment
GPL	Gauteng Provincial Legislature	PSC	Public Service Commissioner
GRAP	Generally Recognised Accounting Practice	PwD	People with Disabilities
GRIR	Goods Received Invoice Received	SADC	Southern African Development Community
GSF	Gauteng Speakers' Forum	SALSA	Secretaries' Association of the Legislatures of South Africa
HDIs	Historically Disadvantaged Individuals	SA GAAP	South African Statement of Generally Accepted Accounting Practice
Hon	Honourable	SCM	Supply Chain Management
HVAC	Heating, Ventilation and Air Conditioning	SCOPA	Standing Committee on Public Accounts
IAS	International Accounting Standards	SDGs	Sustainable Development Goals
ICT	Information and Communications Technology	SOM	Sector Oversight Model
IPSAS	International Public Sector Accounting Standards	SPOF	Strategic Projects Oversight Forum
IPMS	Integrated Performance Management System	TM Policy	Transversal Mainstreaming Policy
IR	Invoice Received	TMFP	Transversal Mainstreaming Audit and Training Project
		UIF	Unemployment Insurance Fund



HON LN MEKGWE
Speaker of the Gauteng Provincial Legislature

3 FOREWORD BY THE SPEAKER

It is indeed an honour and privilege to introduce the Annual Report of the Gauteng Provincial Legislature (GPL) for the 2021/2022 financial year to the people of Gauteng. This annual report provides an account of the GPL's achievements for the period under review.

Continuing on our positive trajectory of good governance processes and constantly striving to improve further, we will do all that we can to restore confidence and hope in our people. The work of the Gauteng Provincial Legislature has shone through during the COVID-19 peak periods and despite the heavy restrictions, the work of the House and its committees continued unabated. The people of Gauteng were not abandoned by the Gauteng Provincial Legislature. We managed to reach more than one million people through our online platforms.

The discharge of the GPL's oversight mandate is given effect through the various tools of oversight such as oversight reports, focused intervention studies, Questions and Motions, passing and consideration of House Resolutions as well as processing of petitions. House Resolutions are a powerful oversight tool to hold the Executive to account on the oversight work conducted by the GPL. The performance of the House and portfolio committees is also overseen through the Committees Oversight and Accountability Framework, COVAC. This framework is the GPL's customisation of the Sector Oversight Model (SOM), which is championed and overseen by the Office of the Chairperson of Committees.



The GPL conducted numerous oversight visits to service delivery sites in the province. This was to ensure actual "on-the-ground" oversight at various sites, including schools, clinics and maintenance projects. Oversight visits have been conducted in all development corridors of Gauteng throughout the period under review. During all oversight visits, committee Members and staff were always compliant with the necessary COVID-19 protocols and restrictions.

The petitions mechanism of the legislature provides a platform for the people of Gauteng to submit their service delivery petitions or complaints to the legislature

for audience and escalation after having exhausted their local municipal avenues. The adoption of petitions by the Petitions Standing Committee results in the committee facilitating responses and actions from respective departments on behalf of the petitioners. Further, not a single petitioner was turned away.



With respect to meaningful public participation, despite lockdown restrictions on social gatherings and physical interaction, the GPL responded with agility and developed innovative mechanisms to continue engaging the people of Gauteng through social media and other digital platforms such as hybrid Sitings and YouTube Live. This ensured that the GPL could still reach out to the people and solicit their inputs and comments during live House Sitings and debates.

Civil society organisations as well as mass media platforms were engaged, thereby ensuring that the GPL remained key in promoting and intensifying meaningful public involvement in legislature processes through the involvement of the public and key stakeholders in the SOM imperatives, particularly during the budget and annual report processes. Thus, outreach engagements and interactions with all sectors of society had continued through these innovative approaches.



On responsive and proactive law-making, the GPL had recorded substantial progress in ensuring that laws passed are responsive to the needs of the people. This was done through the process of drafting Bills and referral of Bills to the National Council of Provinces (NCOP) to ensure that not only do the Bills pass the constitutional muster, but also that they are representative of the needs of the people of Gauteng. In the period under review, numerous Bills (both NCOP and provincial Bills) were duly processed.

The GPL does not exist as an island unto itself. With respect to cooperative governance, the GPL has created, maintained or sustained meaningful partnerships with government institutions and constitutional bodies,

both locally and abroad. This is to ensure that the oversight, public participation and law-making work conducted by the GPL is shared, corroborated, peer reviewed and strengthened through cooperative governance processes. During the period under review, the GPL established sustainable partnerships with key stakeholders, which include Chapter 9 institutions, the Auditor-General of South Africa (AGSA), the Human Rights Commission (HRC), the Public Service Commission (PSC), the Independent Electoral Commission (IEC), the Gauteng Speakers' Forum (GSF), the National Speakers Forum (NSF), South African Legislative Sector (SALS), Association of Public Accounts Committees (APAC), National Council of State Legislatures (NCSL), South African Local Government Association (SALGA), Department of International Relations and Cooperation (DIRCO) and the Commonwealth Parliamentary Association (CPA), to mention a few.

COVID-19 has not deterred us from creating more collaborative platforms. Using digital platforms, we have maintained our engagements with our stakeholders at national and international platforms. Our engagements with diplomatic missions in Gauteng have enabled us to stay abreast with developments in the sector globally. Through our affiliation with the Commonwealth Parliamentary Association and the Commonwealth Women Parliamentarians, we have accessed a wide range of training and capacity development initiatives for the Members and staff of the legislature. The GPL is also privileged to have its Speaker serving as the CPA Africa Region Treasurer, a position that will be held until 2024.

During the year under review, we have also capitalised on our partnership with the International Training Centre of the International Labour Organisation (ITCILO). The year saw the GPL sending a delegation consisting of Members and staff to a gender-responsiveness training as part of its transversal mainstreaming and commitment to gender-responsive budgeting and capacitation of Members and staff on their functional areas.



With respect to good governance and fiduciary compliance, during the year under review, the Legislature Service Board (LSB) and its committees

continued to discharge their respective mandates as outlined in their various charters. There was stability in both the chairing of the LSB committees and membership of committees. We note with appreciation that committees continue to make recommendations to the LSB on a quarterly basis. This points to effectiveness of the LSB and its committees.

Most of the LSB and committee meetings were held virtually as part of our response to the COVID-19 pandemic. Management tabled updates on senior management recruitment at LSB meetings and the Board provided oversight on these processes. All efforts are being made to ensure that the LSB and its committees meet in accordance with their respective charters and in compliance with good governance.

Having noted the considerable achievements made by the GPL during the period under review, despite the lockdown restrictions and regulations, it is sufficiently clear that we have indeed risen to the occasion and delivered on our constitutional mandates of oversight and scrutiny, public participation and stakeholder engagement, law-making and cooperative governance.



The relentless and in-depth focus on oversight proves that the GPL continues to put the people of Gauteng first no matter what the situation or circumstance may be. Despite these remarkable achievements against the odds, the GPL still aims higher and will not rest in complacency. Through the House and the work of committees, the GPL will continue learning and improving on its successes because we are firmly committed to making a positive contribution to the improved quality of life of all citizens of Gauteng.

Hon Lentheng Ntombi Mekgwe
Speaker of the Gauteng Provincial Legislature



MR PETER SKOSANA
Accounting Officer of the Gauteng Provincial Legislature

4 REPORT OF THE ACCOUNTING OFFICER

The 2021/2022 financial year has been characterised by continuity and change at the Executive and Senior Management level of the Gauteng Provincial Legislature (GPL), navigation, response and adaptation to challenges and opportunities presented by COVID-19.

The appointed public officials of the legislature continued to demonstrate resilience, agility and innovation to support Members of the Provincial Legislature (MPLs), the House and its committees to fulfil the constitutional mandates, represent the interest of the people of Gauteng and improve their quality of life.

To guide our transformation, the Sixth Term Information and Communication Technology (ICT) Strategy was implemented at 93%, surpassing the annual planned target of 80%, constituting a built on the foundation of virtual and hybrid House Sitzings initiated in the last reporting period. This is in keeping with the vision of being a legislature of the 21st Century, with regard to reaching out to the people of Gauteng.



In the true spirit of our public participation mandate, we were not deterred by the lack of physical engagement, but charted on to extend the reach through various social media platforms such as Facebook, Instagram, Twitter and YouTube. This year too, the interest in the work of the GPL surpassed expectations. We, however, note that any innovation and operating in uncharted waters comes at a risk, so does maneuvering, balancing and adapting public participation to digital access to extent our reach, including the dynamism required by the constantly changing environment of social media and the less dynamic regulatory framework. Nevertheless, the GPL will continue to pioneer new frontiers of operating in the digital age.



All House Sittings were conducted either virtually or in hybrid format, allowing a measure of flexibility and compliance with all health protocols and COVID-19 regulations. To this extent, a total of 170 Sector Oversight Model reports were produced and subsequently adopted by the House. These included annual reports, quarterly reports, focused intervention study reports, and an oversight report of the Annual Financial Statements. In the exercise of its law-making mandate, the legislature considered 28 Bills and passed four Provincial Acts.

mandate. The GPL continues to be a critical role player in the National and Gauteng Speakers' Forums and the Commonwealth Parliamentary Association (CPA - International and Africa Region).

Partnerships have also been established, inter alia, with the Department of e-Government to find e-solutions that are compatible with the GPL's drive for automation of systems and processes; the International Training Centre of the International Labour Organisation (ITCILO) for gender-responsive budgeting training, and the National School of Government (NSG) to improve management and leadership programmes as part of our mission to build a capable and ethical state.

This financial year saw the new, agile cohort of senior management joining the institution, and allowing the institution an opportunity to review its strategy. With the skills, knowledge, attitudes and expertise at the disposal of the institution, management has embarked on an extensive programme to repurpose and reposition the organisational systems and processes to improve performance by focusing on creating a modern legislature of the future that is *purpose, people and performance driven*.

organisation to meet its constitutional mandate, all senior management and most programmes have undertaken team building sessions. These sessions are aimed at engendering a shared vision and strategic intent from a repositioning and repurposing perspective.

A concerted effort in repurposing the institution has been the alignment of institutional values to breathe life into these values and ensure that they are lived daily through our conduct, work ethics, communication and how the GPL relates to the people of Gauteng.



Various initiatives that were undertaken, during the year under review, to promote ethical conduct include hosting seminars on ethics, raising awareness on the GPL Code of Conduct and Ethics, completion of e-Disclosure for staff as well as the publication of the Register of Members' Interests.

The grounding of transversal mainstreaming in the institution to redress inequality and inequity continues to be central to our work, including the promotion of

A significant milestone in our law-making process has been the development of a Private Member's Bill, Community Safety Oversight Bill, which is currently under consideration by the Community Safety Portfolio Committee. It is envisaged that the Bill will be passed in July 2022.

Along with this was the approval of the new Human Resources Strategy, and the initiation of the Leadership Initiative aimed at improving the culture of performance. As part of the drive to reposition and repurpose the

To safeguard its law-making mandate and to avoid primary laws being amended in stealth, the legislature also considers and approves regulations before they become effective. The GPL considered and approved the amendment to the Gauteng Provincial Road Traffic Regulations 2021 for implementation from 1 April 2022.

Public participation is important because it enables participatory democracy, with petitions being amongst the most effective tools for raising concerns on service delivery. The public's confidence in the GPL's ability to intervene on their behalf has been demonstrated by the number of petitions lodged. This year also saw resolute confidence from the people of Gauteng on the GPL through submission of more petitions than could be processed in this financial year. This is an area to which intensive support will be provided in the next reporting period.

Collaboration with other organisations is central to the legislature's continued ability to fulfil its constitutional





gender-responsive budgeting. It should be noted that the GPL received no gifts or donations in kind for the year under review. To the best of my knowledge, there are no other material facts or circumstances which may impact on the understanding of the financial situation not addressed elsewhere in this report.

The cumulative effect of the leadership and guidance of the Executive Authority, (supported by Presiding Officers, members of the Legislature Services Board and its committees) and Administration (supported by dedicated, hardworking and committed professionals, specialists and general staff of the GPL) led to an improved performance of 83% for 2021/2022 as compared with 68% in 2020/2021. It could be concluded that adapting to remote work has had a positive impact on the productivity and improved performance of the GPL despite the COVID-19 pandemic.

A testimony that the strong response to COVID-19 meant that the GPL was well positioned to recover its performance in the current reporting period. Corresponding financial performance at 83% is also evidence that the GPL continues to exercise stewardship over the resources it has been entrusted with. Whilst uncharted territories are without pitfalls, the Executive Authority, the Legislature Services Board, the Office of the Chairperson of Committees and the Office of the Chief Whip provided continued strategic support as well as political guidance in what was an extraordinary year, which resulted in the smooth running of the legislature.

I also would like to acknowledge and thank staff for their dedication and hard work in this financial year. They are a tireless, driving force providing support for the delivery of our constitutional mandate to the people of Gauteng. It is against this background that I am pleased to submit the 2021/2022 Annual Report to the Honourable Speaker of the Gauteng Provincial Legislature for approval.

Mr Peter Skosana

Accounting Officer of the Gauteng Provincial Legislature







5 STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY FOR THE ANNUAL REPORT

To the best of my knowledge and belief, I confirm the following:

All information and amounts disclosed throughout the annual report are consistent. The annual report is complete, accurate and is free from any omissions. The annual report has been prepared in accordance with the guidelines on the annual report as issued by National Treasury.



The Annual Financial Statements (Part E) have been prepared in accordance with the modified cash standard and the relevant frameworks and guidelines issued by the National Treasury. The Accounting Officer is responsible for the preparation of the annual financial statements and for the judgements made in this information.

The Accounting Officer is responsible for establishing and implementing a system of internal control that has been designed to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information and the annual financial statements.

The external auditors are engaged to express an independent opinion on the annual financial statements.

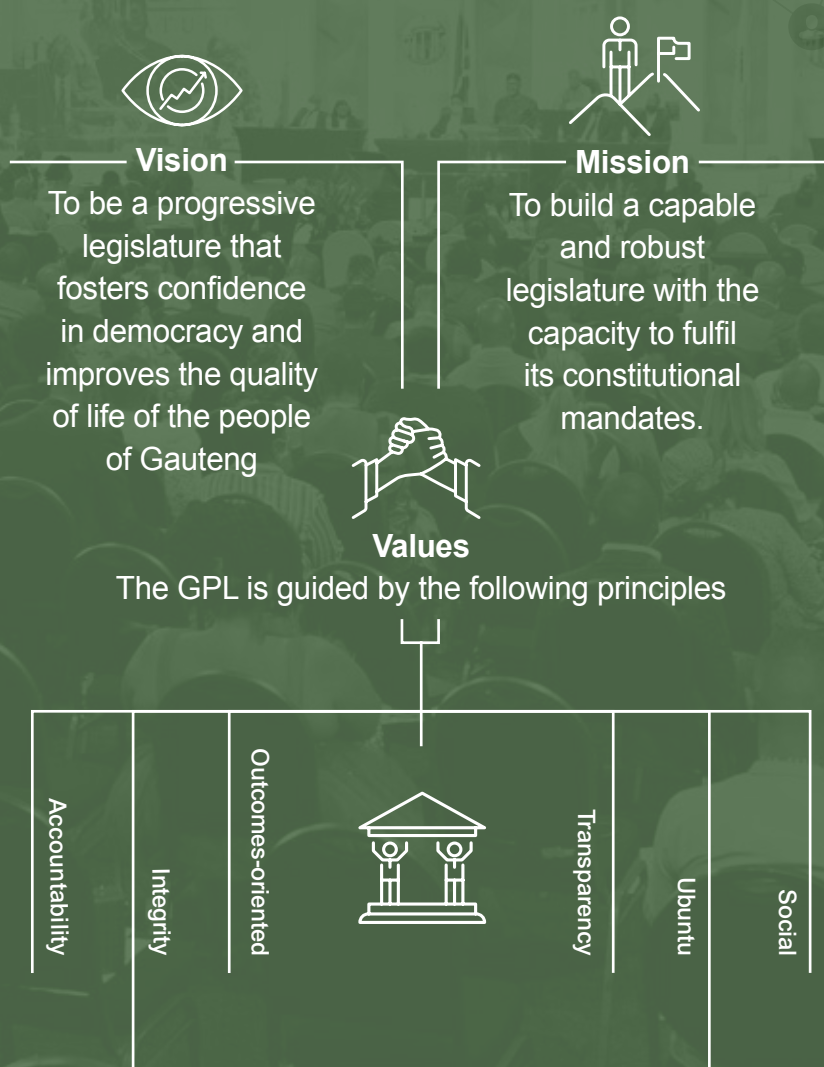
In my opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the Gauteng Provincial Legislature for the financial year ended 31 March 2022.

Mr Peter Skosana

Accounting Officer of the Gauteng Provincial Legislature



6 STRATEGIC OVERVIEW



7 LEGISLATIVE AND OTHER MANDATES

The constitutional mandates of the legislature remained unchanged, i.e. no changes or revisions were made in legislations governing the work of the legislature.

The provincial legislatures are established in terms of Chapter 6 of the Constitution of the Republic of South Africa, 1996 (hereafter referred to as the Constitution). Section 114 of the Constitution of the Republic of South Africa clearly states the responsibility of the Gauteng Provincial Legislature. This section entrusts the GPL with the responsibility to pass, amend and reject any Bill before it, including initiation or preparation of legislative Bills.

The Act further extends the responsibilities of the GPL to oversee the Executive over the implementation of their departments' mandate. The GPL also has the responsibility to facilitate the involvement of the public in the legislative and other processes of the legislature and its committees in line with Section 118 of the Constitution.

The following are key legislative mandates that further outline the GPL responsibilities and requirements:

- » Constitution of the Republic of South Africa, Act 108 of 1996 (Chapter 3 and Sections 114, 118 and 142 of the Constitution);
- » Financial Management of Parliament and Provincial Legislatures Act, 2009;
- » Political Party Fund Act, 2007;
- » Preferential Procurement Framework Act 5 of 2000;
- » The Promotion of Access to Information Act 2 of 2000;
- » Public Finance Management Act 1 of 1999;
- » Gauteng Provincial Legislature Service Act 5 of 1996;
- » Gauteng LSB Amendment Act 6 of 1999; and
- » Treasury Regulations.

7 OFFICE BEARERS

Presiding Officers



Hon Lentheng Ntombi Mekgwe
Speaker



Hon Nomvuyo Mhlakaza-Manamela
Deputy Speaker



Hon Sizakele Nkosi-Malobane
Chairperson of Committees



Hon Mpapa Kanyane
Deputy Chairperson of Committees

Chairpersons of Standing Committees



Hon Lentheng Ntombi Mekgwe
Rules and Programming Committee



Hon Nomvuyo Mhlakaza-Manamela
Privileges and Ethics Committee



Hon Sizakele Nkosi-Malobane
Chairperson of Committees



Hon Bonginkosi Dhlamini
Oversight Committee on the
Premier's Office and the Legislature



Hon Boitumelo Ezra Letsoalo
Petitions Committee



Hon Dulton Adams
Committee on the Scrutiny of
Subordinate Legislation



Hon Sochayile Khanyile
Standing Committee on
Public Accounts

"A good leader can engage in a debate frankly and thoroughly, knowing that at the end he and the other side must be closer, and thus emerge stronger. You don't have that idea when you are arrogant, superficial, and uninformed."

- Nelson Mandela



Leader of Government Business



Hon Panyaza Lesufi
MEC Education

Leaders of Political Parties



Hon Mzi Khumalo
African National Congress
(ANC)



Hon Solly Msimanga
Democratic Alliance
(DA)



Hon Itani Mukwevho
Economic Freedom Fighters
(EFF)



Hon Anton Alberts
Freedom Front Plus
(FFP)



Hon Bonginkosi Dhlamini
Inkatha Freedom Party
(IFP)



Hon Dulton Adams
African Christian Democratic Party
(ACDP)

Chairpersons of Portfolio Committees



Hon Alphina Ndlovana
Community Safety Committee



Hon Kedibone Diale-Tlabela
Cooperative Governance, Traditional
Affairs and Human Settlements
Committee



Hon Fasiha Hassan
Economic Development, Environment
and Agricultural Development
Committee



Hon Matome Chiloane
Education Committee



Hon Joe Mpisi
Finance Committee



Hon Rebecca Phaladi-Digamela
Health Committee



Hon Mpho Modise
Infrastructure Development Committee



Hon Gregory Schneemann
Roads and Transport Committee



Hon Refiloe Kekana
Social Development Committee



Hon William Matsheke
Sport, Arts, Culture and
Recreation Committee



Whips of Political Parties



Hon Mzi Khumalo
Chief Whip
African National Congress (ANC)



Hon Thokozile Magagula
Deputy Chief Whip
African National Congress (ANC)



Hon Dolly Ledwaba
Governance Cluster Whip
African National Congress (ANC)



Hon Petrus Mabunda
Economic Cluster Whip
African National Congress (ANC)



Hon Lesego Makhubela
Programming Whip
African National Congress (ANC)



Hon Paul Malema
Constituency Whip
African National Congress (ANC)



Hon Busisiwe Pinky Mncube
NCOP Whip
African National Congress (ANC)



Hon Thulani Ndlovu
Social Development Cluster Whip
African National Congress (ANC)



Hon Frederik Nel
Chief Whip
Democratic Alliance (DA)



Hon Adriana Randall
NCOP Whip
Democratic Alliance (DA)



Hon Khume Ramulifho
Programming Whip
Democratic Alliance (DA)



Hon Mervyn Cirotu
Members Affairs Whip
Democratic Alliance (DA)



Hon Nico de Jager
Rules Whip
Democratic Alliance (DA)



Hon Ruth Mnisi
Caucus Whip
Economic Freedom Fighters (EFF)



Hon Moshe Koma
Constituency Whip
Economic Freedom Fighters (EFF)





The 2021/2022 performance of committees continues to respond to the Presiding Officers' Strategic Policy priorities of the Sixth Legislature and other policy documents such as the National Development Plan (Vision 2030), the governing party's priorities, relevant regional and global priorities and the outcomes of the State of the Nation and State of the Province Addresses.





PERFORMANCE INFORMATION

*Following up on our commitments,
making your future work better*

OVERVIEW OF GAUTENG PROVINCIAL LEGISLATURE'S PERFORMANCE

HON SIZAKELE NKOSI-MALOBANE
Chairperson of Committees



HON MPAPA KANYANE
Deputy Chairperson of Committees



1 Report on performance of committees

The 2021/2022 performance of committees continues to respond to the Presiding Officers' Strategic Policy priorities of the **Sixth Legislature and other policy documents such as the National Development Plan (Vision 2030), the governing party's priorities, relevant regional and global priorities and the outcomes of the State of the Nation and State of the Province Addresses.**

Through such guiding documents, we seek to align our operations and strategic position with that of the Executive, to ensure accountability and effective service delivery for all living in Gauteng.

It is apt that we congratulate our committees, under the leadership of the Chairperson of Committees, for being able to exercise oversight over the Executive and the organs of State during the year even though there were challenges posed by the COVID-19 restrictions. Amidst the pandemic, the House and its committees had continued to discharge their oversight and scrutiny over the work of the Executive, focusing specifically on each department's project commitments and service delivery plans, and ensuring that each department remains accountable for its performance targets.

A total of 170 Sector Oversight Model (SOM) reports was produced, comprising quarterlies, budget reports as well as focused intervention study reports. The 27 FISes that were conducted provided focused oversight on critical areas of service delivery in the province.



The topics, which were service delivery-orientated, were well researched and related to actual issues in the province and led to meaningful interventions thereby yielding positive and relevant outcomes with real impact on the lives of the people of Gauteng.



Furthermore, a total of 59 Question Papers were produced and communicated to Members of the Provincial Legislature, and 12 Motions were debated and six of which were adopted by the House to ensure improved accountability, transparency and confidence in government.



The legislature continued to employ various oversight tools such as House resolutions, committee inquiries as well as unannounced visits on matters of service delivery to ensure that the Executive remains accountable to the Gauteng community on budget allocations and commitments made.

Meaningful public participation programmes and engagements are an essential part of the mandate of the Gauteng Legislature, as enshrined in the Constitution of the Republic of South Africa. Committees strove to strengthen public participation and stakeholder engagements by targeting relevant stakeholders in their respective public participation programmes. The portfolio committees utilised public engagements and educational workshops to educate the communities of Gauteng and respond to their challenges. Numerous civic education initiatives reaching communities in all corners of the province were conducted.

Social and traditional media was used extensively to improve the visibility of the GPL as well as promote the work of the House and its committees. Furthermore, committees continued to facilitate engagements with various sectors of the community including the marginalised groups to promote effective awareness and access to information through various sector engagements and interactions. These interventions strengthen the committees' resolve to engage all sectors of Gauteng's demographic and socioeconomic spectrum, be it virtually or through face-to-face engagements.

Committees of the House continued to consider submissions from the people of Gauteng as one of the critical available platforms to voice their concerns on service delivery matters. The avenue continues to be an area of collaboration with various State organs to ensure that government is accountable through a peaceful and





constitutional means of the petitions system. Through the work of the Petitions Standing Committee, the GPL considered a total of 94 petitions and will continue to foster greater alignment between municipal councils and provincial legislature's petitions processes, and use technology to facilitate and improve the petitions processes including the turnaround time for resolving petitions.

The GPL processed a total of **23 Bills** that are at different stages of the **law-making process**. These include **16 Bills¹** referred to the legislature by the National Council of Provinces (NCOP) and seven from the Gauteng Province. In addition, **a total of six regulations were approved for implementation with effect from 1 April 2022. The four Bills that will be signed into law by the Premier of Gauteng were adopted.**



In collaboration with its committees, the GPL will continue to be proactive by identifying policy and legislation gaps and, where necessary, initiate and enact laws that are responsive to the needs of the people of Gauteng.

I wish to reassure the people of Gauteng that as committees, we will continue to prioritise our core business and operate with the maxim of “doing more quality work with less resources”. We will ensure that we maintain relentless oversight over the Executive to the benefit of all people in Gauteng. While one could never precisely predict the trajectory of the COVID-19 pandemic, we will continue to be agile in the operating environment and maximise on the positive unintended benefits of the COVID-19 pandemic. Further, I believe that our performance report and commitments made herein aligns strongly with our vision of “Fostering pride and confidence in democracy”. Through our past performance and outlook of the coming years, we are confident to make inroads in closing the trust deficit between the citizens and Institutions Supporting Democracy such as the GPL. We will ensure that the legislature, as the pre-eminent organ of State, continues to hold the Executive accountable towards effective service delivery for all who live in Gauteng, in order to improve their quality of life.

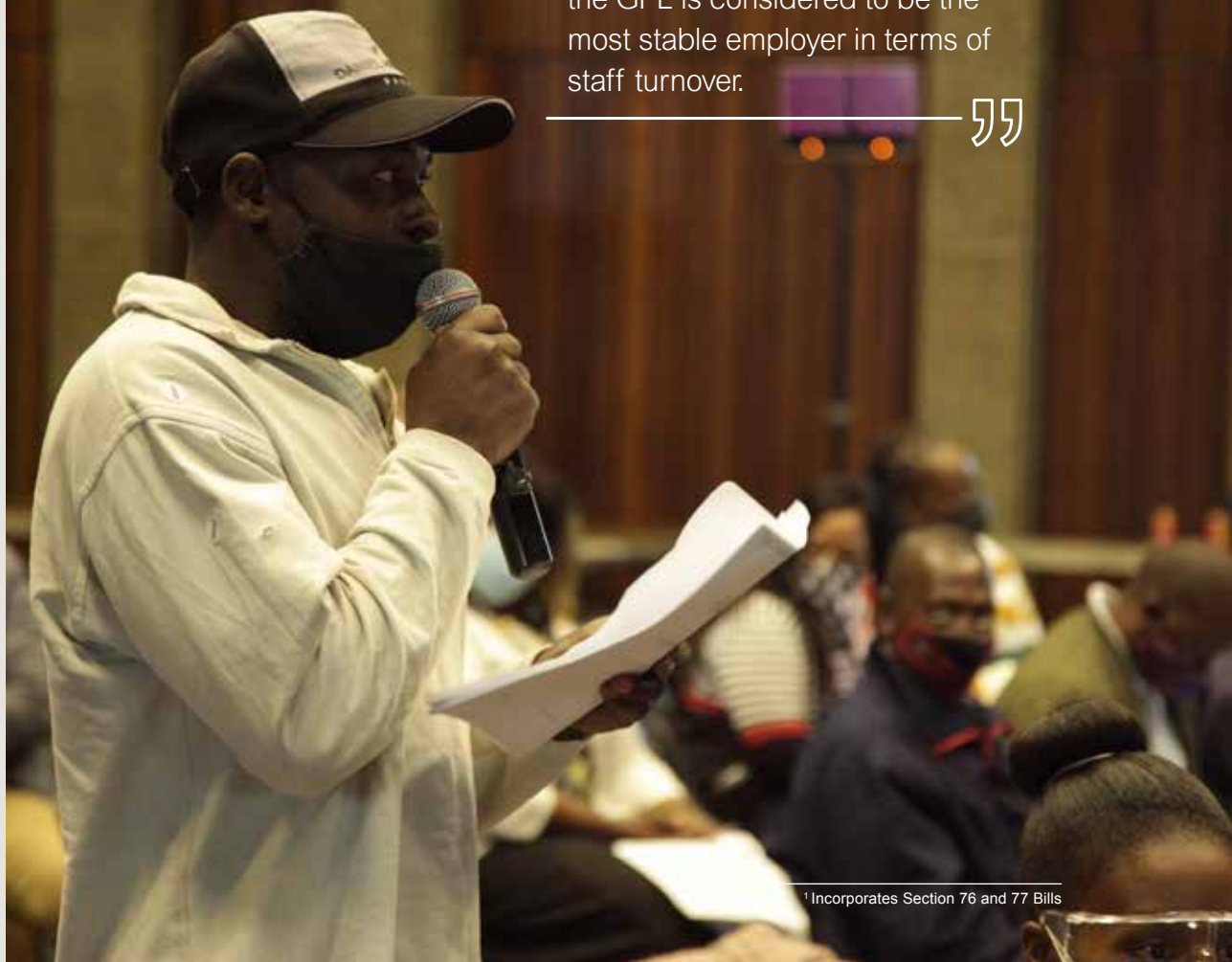
2 Organisational environment

The period under review continued to experience the outbreak of the COVID-19 pandemic which continued to affect the way business was conducted. The GPL, like all other institutions, experienced temporary disruptions and the tenacity of its systems and processes were tested. As a result, the GPL was forced to leapfrog into some elements of the fourth industrial revolution (4IR). It had to adapt to new ways of operations, characterised by work-from-home arrangements and virtual meetings. These reforms contributed to driving a digital mindset and culture, which created a trajectory on gradual recovery and the ability to thrive and be agile throughout the COVID-19 phases. This culminated into the hybrid strategy being employed. The GPL has undoubtedly embraced the changes to its environment and is on track to ensure institutionalisation of the positive unintended consequences of COVID-19.

The year under review saw the inaugural wage agreement been signed at the Centralised Bargaining Forum level and implemented across the legislative sector. Within the GPL, partnership with the recognised union, NEHAWU, remains intact despite the dissolution of the NEHAWU Branch Executive Committee. The GPL subscribes to the philosophy of having a present and strong labour movement in the workplace. This collaboration brings validity and quality of the robust engagements, which ensue in the employee/ employer consultative structures. The GPL will continue to support organised labour until the election of its branch leadership.

The GPL recorded a 12% vacancy rate and resignations are below 7% overall in the financial year.

According to the global barometer, the GPL is considered to be the most stable employer in terms of staff turnover.



3 Key policy developments and legislative changes

The following policy developments took place during this reporting period. The Money Bills Amendment procedure and Related Matters Act 2019 is been phased in within the committee system and processes such as consideration of the APPs, Revised APPs, Budget Votes including the revised/adjusted budget Votes. It is anticipated that the feasibility study in this respect will be concluded in the next reporting periods to ensure full implementation of the Act.

Furthermore, the Electoral Act has been amended to provide for the review of the number of seats for the provincial legislatures. This will address the ration of public representatives to the Gauteng population which has considerably increased since 1994. There is also another amendment that is being processed with regard to the Electoral Act, with a view to make provision for the election of independent candidates during the provincial and national elections. This too is envisaged to be concluded in the next reporting periods.

The Political Party Funding Bill is also processed to, among others, provide for the repeal of the **Gauteng Political Party Fund Act, 3 of 2022; and to provide for matters connected therewith.**



4 Strategic Outcomes

In line with the spirit of the South African Constitution of improving the quality of life of all South Africans, the desired impact that the GPL envisions in the long term is to contribute towards improving the quality of life of the people of Gauteng, which will, in turn, result in the reduction of inequality, poverty and unemployment, as espoused in the National Development Plan. To make such a contribution, the GPL identified five (5) outcomes that will form the building blocks towards the envisioned impact. The strategic outcomes are aligned to the institution's constitutional mandate of law-making, conducting scrutiny and oversight on the work of the Executive, facilitating public participation as well as ensuring cooperative governance at all levels.

	Polity Priority	Description
SO1: Enhanced oversight and accountability towards service delivery.		
	Oversight to be intensified to focus more on specific government programmes and commitments.	The GPL will enhance its oversight over the Executive and facilitate improved accountability by the Executive in accordance with strategic priorities, specific government commitments, and planned projects. This will ensure that oversight is focused and driven towards ensuring services are rendered, thereby improving the quality of life of all the people of Gauteng.
SO2: Improved responsiveness of laws to meet the needs of the people of Gauteng.		
	Law-making to become more proactive and responsive to the needs of the people.	The GPL will improve its law-making capacity and processes to make, amend and pass laws that are responsive to the needs of the people of Gauteng. The legislature will also be vigilant and monitor the implementation of policies and legislation that it has passed. It will also participate, in an effective manner, in the national law-making processes.
SO3: Enhanced meaningful public participation.		
	Public participation to become more community-based and representative.	The GPL will rally the people of Gauteng to participate in the delivery of its mandates in a meaningful manner. It will improve its accessibility by people as well as its access to the people to ensure that it is indeed a beacon of the people. The focus will be on the youth and marginalised sectors of society. Furthermore, the work of the GPL will facilitate public participation, public pride and active citizenry through effective awareness and access to information.
SO4: Improved alignment and collaboration between organs of state.		
	Cooperative governance processes to become more sector-orientated and supportive of local legislatures.	The GPL will strengthen the Gauteng Legislative Sector's cooperative governance and cooperation to contribute to the sector development locally, continentally and globally. It will engage in targeted interventions to enhance sector collaboration and coordination.
SO5: Enhanced compliance with all relevant fiduciary requirements and principles of good governance.		
	Administrative process to become more efficient, enabling and reflective of good governance standards.	The GPL will lead by example. While it oversees the work of the Executive, it will ensure that it conducts its own business and associated processes in accordance with all relevant financial and legal prescripts, thereby upholding the GPL's image as a supreme oversight body in the province.

5 Performance information by programme



The purpose of Programme 1 is to provide overall strategic leadership, governance and direction to the institution.

The core function of the programme is to ensure alignment of the legislature processes as outlined in the GPL Five-Year Strategy as well as to monitor and oversee the execution of institutional obligations. In addition, the programme provides leadership and direction to the Legislature Services Board (LSB) and it safeguards the strategic political management of the Presiding Officers and Office Bearers. It is also responsible for the strategic management of committees to ensure the achievement of political outcomes and delivery of institutional mandates.

The programme is divided into three directorates, namely: Administrative Operations, Oversight and Strategic Liaison and Inter-Legislature Relations. Administrative Operations

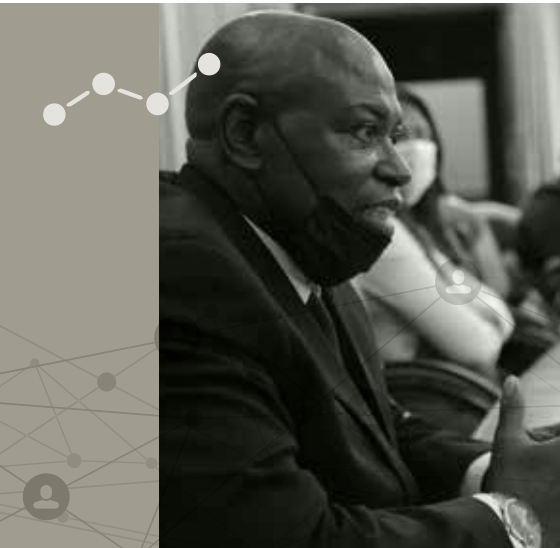
is responsible for providing direct support to the Offices of the Speaker, Deputy Speaker, and the Legislature Services Board; Oversight and Strategic Liaison provides direct support to the Offices of the Chairperson of Committees and Deputy Chairperson of Committees, and the Inter-Legislature Relations is responsible for sector-wide coordination and collaboration and the rendering of protocol services.

Strategic outcomes, performance indicators, planned targets and actual achievements

The fundamental work of the Gauteng Provincial (GPL) is based on its mandate as enshrined in the Constitution of the Republic of South Africa. This mandate is discharged by the House and its committees. Using oversight tools at their disposal, the committees of the House continue to ensure that the lives of the people of Gauteng improve. Notwithstanding the COVID-19 restrictions and related challenges, the House and its committees continued to use various oversight tools such as unannounced and announced oversight visits, focused intervention studies, as well as the scrutiny of Bills and regulations to oversee the work of the provincial Executive (i.e., government departments).

The Leadership and Governance serves as one of the core pillars that strengthen the GPL legislative effectiveness. While the programme makes a substantial contribution to all the five (5) institutional strategic outcomes, for the reporting period under review, the programme directly contributed to four strategic outcomes, as outlined in the Sixth Legislature’s Strategic Plan.

Strategic Outcome			
SO1	SO2	SO4	SO5
Enhanced oversight and accountability towards service delivery.	Improved responsiveness of laws to meet the needs of the people of Gauteng.	Improved alignment and collaboration between organs of state.	Enhanced compliance with all relevant fiduciary requirements and principles of good governance.





The programme focused on strengthening the operationalisation of the Sector Oversight Model (SOM) through the Committees Oversight and Accountability Framework (COVAC). The work of all committees was underpinned by systematic implementation of SOM, as well as the quarterly performance assessments of House Portfolio and Standing Committees. The outcome of the assessments, led by the Chairperson of Committees, was presented to the Standing Committee of Chairpersons at the Quarterly Review Sessions. This platform allows for robust engagement and possible learning opportunities from other committees. It also provides space for the Chairperson of Committees to engage with other provincial oversight structures such as the Public Service Commission, the Independent Electoral Commission as well as the Office of the Premier. Overall, during the reporting period under review, there has been improvement on the work of committees through overseeing the work of the provincial Executive in delivering services to the people of Gauteng.

The GPL has the primary constitutional mandate to make laws to govern the province of Gauteng. To this end, several mechanisms have been put in place. During the reporting period, a report that details the degree of Members' efficacy in making laws which also identifies

possible challenges in the law-making process was reviewed and consolidated to ensure that the laws passed are indeed responsive to the needs of the people of Gauteng.

Strategic Outcome 4 is focused on the GPL's contribution in enhancing the cooperative and collaborative relationship towards a transformative legislative sector, which is focused on improving the lives of the people. These collaborative platforms are facilitated at global, national, provincial as well as municipal levels. Although the regular face-to-face collaboration was limited due to stringent COVID-19 regulations, implementation of the approved Five-Year Inter-Legislature Relations Strategy was adapted and relied heavily on digital technology to succeed.

As such, great progress was recorded towards achieving the set outcomes of the ILR Strategy. The reporting period under review realised 83% against the 80% planned targets of the approved plan.

Furthermore, several initiatives and engagements were conducted to improve local government collaboration, thereby ensuring development of the legislative sector at this level as well as at other spheres of government. Among these are the National Speakers' Forum and the Task Team meetings of the Legislature Support Services such as the Administration and Governance Cluster, Public Participation Cluster; Inter-Legislature, Local Government and International Parliamentary Relations Cluster; Legal Advisors' Task Team as well as the National Bargaining Forum. The legislature had also engaged with stakeholders from academia, civil society as well as the private sector to foster relationships that will be mutually beneficial to all.

Various initiatives were implemented to enhance compliance with relevant fiduciary requirements and principles of good governance. Through Programme 1, the GPL focused on the ethics and integrity dynamics faced by the legislative sector and public sector at large within the context of contemporary developments nationally and globally. To this end, an Ethics Seminar under the theme, 'Repositioning the Gauteng Provincial Legislature through a robust ethics framework' was successfully conducted.

The annual implementation of the seminar and other mechanisms in place is to continuously promote improved ethical behaviour within the GPL and among its stakeholders.



Performance indicators and targets

	Programme 1: Leadership and Governance						
	Performance Indicator	Actual Achievement 2020/2021	Planned Target 2021/2022	Actual Achievement 2021/2022	Deviation from planned target to Actual Achievement for 2021/2022	Comment on deviations	

Strategic Outcome 1: Enhanced oversight and accountability towards service delivery

	1.1	Number of quarterly oversight reports on the performance of Committees produced	4	4	4	No deviation	N/A
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Strategic Outcome 2: Increased responsiveness of laws to meet the needs of the people of Gauteng

	2.1	Number of annual oversight reports on discharge of law-making mandate	1	1	1	No deviation	N/A
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Strategic Outcome 4: Improved alignment and collaboration between organs of state

	4.1	Percentage achievement of targets in ILR strategy implementation plan	85%	80%	83%	3%	The lifting of COVID-19 regulations, increased the uptake of the ILR activities
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Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance

	5.1	Number of initiatives undertaken to promote ethical conduct – Seminar	4	1	1	No deviation	N/A
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Strategy to overcome areas of underperformance

There were no areas of performance deviation reported in this financial year.

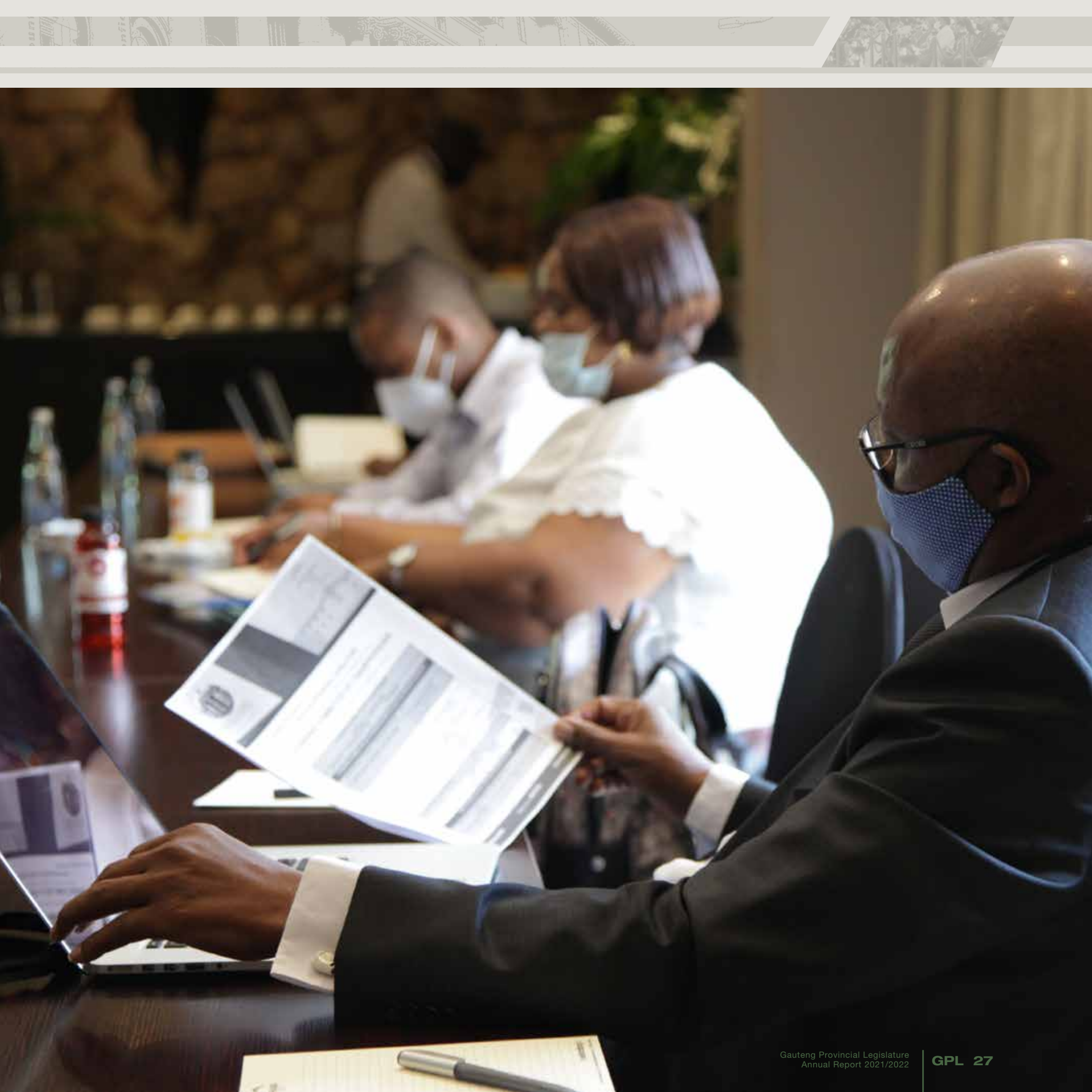


Changes to planned targets

There were no in-year changes made to planned performance indicators and targets.

2022/2023 Financial Year Outlook

The next reporting period will see continued focus on enhancing provincial oversight by improving performance of the GPL oversight committees. Focus will also be on the reflection on the law-making turnaround times, enhancing Members' capacity to increase the rate of development and submission of private Member's Bills as well as Bills sponsored by committees. Furthermore, key recommendations on how to strengthen the current weaknesses of the ethics regulatory frameworks will be incorporated in future work of the GPL.





Programme 2
Office of the Secretary

The Office of the Secretary serves as the custodian of the development and implementation of the strategy.

It also provides strategic, tactical, and operational leadership to the GPL administration for the achievement of the institutional mandate of *oversight and scrutiny, law-making, public participation, and cooperative governance*. The office is established to enable the Secretary to the Legislature to fulfil administrative and financial obligations in line with applicable legislation and legal directives. The office is also accountable for the institutional performance monitoring, budgeting, contract management, transversal mainstreaming, evaluation, and project governance.

Although the programme contributes to all the set strategic outcomes, in this reporting period, its major contribution was to Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance.

Strategic outcomes, performance indicators, planned targets and actual achievements

This programme serves as the centre of administration, to ensure efficient and effective support to the House and its committees in the discharge of their constitutional mandate. In this reporting period, a total of four (4) planned targets were all achieved, details of which are provided in the table below.

Strategic Outcome



SO5

Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

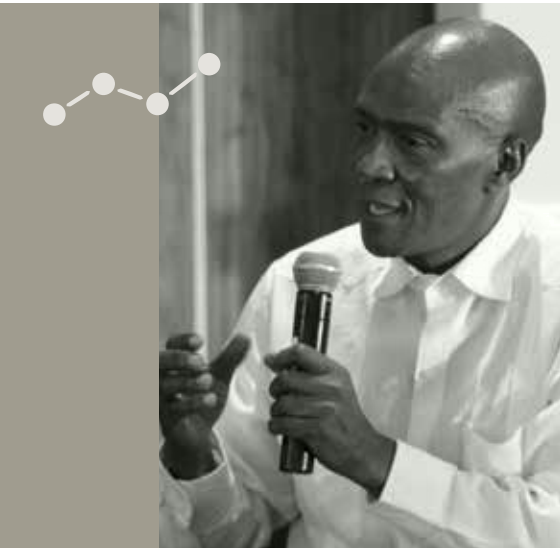
At the centre of administration is the Secretariat, the highest administrative decision-making body of the institution.

The Secretariat ensures alignment of strategy to operational plans and monitors institutional performance, which resulted in the overall 83% achievement

In this reporting period, there was full compliance with the provisions of Financial Management of Parliament and Provincial Legislatures Act (FMPPLA). To this end, a total of six (6) APP performance compliance reports (i.e., four quarterlies, one mid-year and one annual report) were compiled timeously and submitted to the Executive Authority. Furthermore, the institutional planning cycle for the 2022/23 financial year culminated in integrated plans for committees as well as administration programmes. These plans, aligned to the Sixth Legislature Strategic Plan, were subsequently tabled before relevant oversight structures for approval and implementation.

Further to institutionalise performance monitoring, the Secretariat ensured that there was continuous monitoring of the ¹policy environment to ensure alignment with the new way of work.

As part of improving the GPL Strategy and modelling the vision and values of the organisation, the Secretariat has introduced a transformation initiative to reposition and repurpose the GPL to become a people-centred, purpose- and performance-driven legislature. The main aim is to bring change to the organisational culture with specific emphasis on the following: *transition, strategic alignment, values, closing the trust gap, collaboration and decision making, performance management, quality service provision and improved regulatory environment*.



¹List of policies processed available under Programme 3

Several transformation initiatives were conducted in this reporting period to inculcate the culture of performance and promote ethical conduct across the institution.

Implementation focused both on the Members as well as staff. Through the Office of the Integrity Commissioner (IC), the institution complied with Part 4(20)(3) of the Code of Conduct, which requires that Members disclose their registrable interests within 30 days after the Official Opening of the Legislature for the reporting period. In this regard, the Office of the Integrity Commissioner also undertook a scrutiny of the Register of Members' Interest for the 2020/2021 financial year for publication in the period under review. In addition, the register for 2021/2022 has been completed and will duly be published in the first quarter of the next reporting period as prescribed in the Code. The office continues to provide services to the Members in line with the mandate of the Integrity Commissioner.

All staff members of the GPL are expected to disclose their interests once a year through an electronic disclosure system (e-Disclosure). This requirement is extended not only to senior management but to all categories of employees. The declarations are thereafter scrutinised to detect and manage conflicts of interest at an early stage. This reporting period saw an improvement in declaration as compared to the previous one. These are mandatory mechanisms to embed ethical conduct within the GPL.

In this reporting period, the GPL made tangible strides in implementing its leadership initiative as part of inculcating the culture of high performance. One of the highlights is the brokered memorandum of agreement with the National School of Government as a partner to improve leadership and management skills of the GPL employees. It is anticipated that in the next reporting period, a training needs analysis will be conducted, with the intention to develop a needs-based skills development programme.

Furthermore, part of strengthening the GPL leadership, given the exodus of senior management in the second quarter of this reporting period, involved a systematic onboarding process of the newly appointed senior managers. This was critical in raising awareness on the vision, mission and values of the GPL and to ensure that business continues unabated. This incorporated strategic team building sessions for all programmes, as an initiative to embed the repositioning and repurposing

the institution.

The Transversal Mainstreaming Initiative is an integral part of transformation to ensure that those who were previously disadvantaged are considered. The focus is geared to raise awareness towards influencing a change in behaviour and attitude on human rights issues underpinning the transversal mainstreaming training.

In this reporting period, a total of five (5) training sessions were successfully conducted. The mode of implementation took full advantage of possibilities presented by COVID-19 restrictions; hence, some sessions were held virtually while others were conducted physically as and when the restrictions were relaxed.



Of note is the implementation of a one-week gender-responsive budgeting (GRB) session that had been halted since 2020, which saw the cohort of Members and staff trained by the International Training Centre of the International Labour Organisation (ITCILO), in Turin. This training is a build-up on the formative training which was conducted internally whose aim is to enhance and equip the participants with skills and knowledge to deliver on their mandates and perform their duties more effectively as it pertains to GRB matters. This training was expanded to an engagement with the Multi-Party Women's Caucus (MPWC) in the form of knowledge and lessons sharing on the progress made in engendering GRB in policy frameworks and its implementation in South Africa and other countries. To ensure that this initiative yields sustainable fruits, it is envisioned that more groups would participate in such training and a train the trainer focus will ensue.

In compliance with the Contract Management Framework, the status of all contracts in relation to duration, costs and purpose was monitored and tracked through the contract register and reported at various structures. This was to ensure streamlining of contract management, management of risks of each contract

as well as aligning the procurement process in terms of cancellations and renewals. This also ensured that all stages of decisions of the Legislature Acquisition Council are properly followed.

Through the Project Governance Office, the GPL continued to provide leadership and oversight on institutional projects. Oversight and reporting were mainly on projects resident in the Building Management space.



A key highlight was the appointment of a Transaction Advisor as part of the Space Optimisation Project. Risk management is essential to averting the impact of various events on project objectives. As such, we monitored project and portfolio risks and reported progress to the Risk Management Committee on a quarterly basis. To fulfil our future planning obligation, the project selection, prioritisation and planning cycle was implemented. The cycle is intended to strengthen and ensure project-strategy alignment, which will culminate in an annual register of projects.





As a result, the Business Process Modelling project was approved and commenced with execution, whereas the Records Management Project was granted permission to commence with planning. We continue to monitor and assess the project pipeline to ensure that initiatives can progress to the implementation stage. There are currently nine initiatives in the pipeline. Many have stalled for various reasons, including delayed procurement and unresponsive markets.

Project management skills development is a significant pillar to improving project management experience. Building up on the previous training interventions, a group of 18 candidates completed the MS Project 2016 training, enabling them to develop, manage and report on project schedules. The training intervention contributes to efforts of developing a pool of qualified project manager candidates, who can gain experience and later be assigned project leadership roles.

Performance indicators and targets

	Programme 2: Office of the Secretary					
	Performance Indicator	Actual Achievement 2020/2021	Planned Target 2021/2022	Actual Achievement 2021/2022	Deviation from planned target to Actual Achievement for 2021/2022	Comment on deviations

Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance

	5.2	Number of compliance performance information progress reports on the APP	6	6	6	No deviation	N/A
	5.3	Percentage implementation of Leadership initiative implementation plan	0	1	1	No deviation	N/A
	5.4	Number of capacity development sessions conducted to promote transversal mainstreaming	1	4	5	1	The lifting of Covid-19 regulations increased the uptake of the TM training
	5.5	Number of initiatives conducted to promote ethical conduct	2	2	2	No deviation	N/A



Strategy to overcome areas of underperformance

There were no areas of performance deviation reported in this financial year.



Changes to planned targets

There were no in-year changes made to planned performance indicators and targets.

2022/2023 Financial Year Outlook

In the next reporting period, focus will be to:

- continue to implement initiatives that strengthen transformation of services, which include leadership development at all levels and promoting accountability and a culture of performance;
- strengthen the institutional project governance capacity to ensure an effective project implementation and benefit realisation management in the period ending 2024/2025;
- continue to provide services to the Members in line with the mandate of the Integrity Commissioner.





Programme 3
Corporate Support
Services

The purpose of the Corporate Support Services is to give support to all internal stakeholders.

These include provision of enabling facilities and benefits for Members and their political parties, rendering human resource and Members' facilities management services; providing household, security, logistical services, including facilitation of occupational health and safety services; rendering administrative and user support services, as well as enhancing and maintaining information technology infrastructure.

Programme 3 is a support function comprised of four (4) subprogrammes, namely: *Members' Affairs, Operational Support Services, Institutional Support Services as well as Information Communication Technologies.*

Strategic outcomes, performance indicators, planned targets and actual achievements

*Although the programme contributes to all the set strategic outcomes, in this reporting period, it specifically contributed to **Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance.** To this end, all three (3) planned targets were achieved, with two (2) of these exceeding planned targets as detailed below.*

Strategic Outcome



S05

Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

The programme has the responsibility to ensure that enabling corporate support services are provided to political parties and Members to discharge their mandate in an effective and efficient manner. The services provided include capacity building, property and facility management services in line with the set norms and standards, information and communication technologies, people management and other facilities for Members to fulfil their duties as public representatives.

In this reporting period, the Members' training planned for the year was implemented accordingly, **exceeding the planned performance by 25%.**

Apex priorities of Member capacity building included the advanced phase of Member Induction Programme, which focused on providing both basic information and in-depth knowledge on the core business areas of the institution, including roles and responsibilities of Members, functional training areas in the parliamentary procedures, practices and related matters. Furthermore, the Personal Development Programme was disaggregated into development courses and those conducted through distance learning.

Scheduled courses such as various legislative sector support programmes, social media training, legislative drafting, transversal mainstreaming and ethics training took place at various times during the financial year.

A total of six (6) out of the eight (8) planned training was implemented, translating to 75%. The remaining training on property management and paralegal training will be implemented in the next reporting period.



In the period under review, the party fund and constituency allowances were transferred timeously to all political parties represented in the GPL to enable them to establish and maintain infrastructure to serve the interests of their constituents. These transfers were made in terms of Section 35(1) of the Financial Management of Parliament and Provincial Legislatures Act (Act 10 of 2009) and the Internal Arrangements Support for Represented Political Parties Policy was drafted in line with Section 116 of the Constitution, which guides spending and accountability of the funds. Each political party represented in the legislature signed a memorandum of agreement and the implementation thereof was monitored and reported accordingly.

ICT has become a mainstay of operations given the new way of work that puts information technology at the centre. Due to strict COVID-19 regulations limiting physical interactions, new innovative ways were developed which included adapting to technology and digitisation as the primary means of conducting business, **propelling the implementation of the approved ICT Strategy to surpass the planned outputs by 13% of the planned 80% achievement.**

In this reporting period, implementation focused on five (5) initiatives. The Digital Legislature Project, which enhances technological options of the House, allowed the legislature to convene hybrid House Sittings as well as an appointment of a vendor to enhance the committee rooms, which will take place in the next reporting period. The second initiative, Business Process Modelling Project, is aimed at ensuring that the GPL business processes are consistent and enable business execution toward achieving the overall strategic outcomes of the institution. Notable strides were made in this regard. It is anticipated that the process will continue to be implemented in the next reporting periods.

One of the key outputs of Records Management Project, the third initiative, was the maturity assessment.

Furthermore, the institution developed and implemented the Promotion of Access to Information Act (PAIA) and Protection of Personal Information Act (POPIA) Manuals to ensure continued adherence with relevant prescripts.

The fourth initiative, Control Objectives for Information and Related Technologies (Cobit-19), resulted in alignment to the Change Advisory Board Charter to Cobit-19, **including development of related change management outputs as well as the release of management maturity assessment, all of which pointed to 72% maturity score.**

Through the final initiative, Cloud Migration, cloud suitability and risk assessments were conducted, followed by a complete migration of critical systems and server to the SharePoint. An ongoing vulnerability scanner was deployed to identify security threats and timely address weaknesses and flaws in the GPL systems and software running on them. This is a critical element to eliminate risk of cyber-attacks associated with the new way of work. All work related to the ICT Strategy is implemented in compliance with the GPL ICT Governance Framework,

which is aligned to the King IV Report, the Department of Public Service and Administration's (DPSA) Governance of ICT Framework, Control Objectives for Information and Related Technologies (COBIT) and Information Technology Infrastructure Library (ITIL) principles.

In this reporting period, the Human Resource Strategy and its implementation plan were developed and subsequently approved and implemented. Several key initiatives were prioritised for implementation in this reporting period. These included implementation of aspects of the Organisational Development exercise, which resulted in several job descriptions being reviewed and aligned to the corporate strategy to ensure delivery of planned outcomes.

An assessment of the demands of the current world of work was conducted with specific review of physical versus remote work environment, including a review of how changed conditions of service due to compliance to the COVID-19 regulations have impacted on employees. **To this effect, a number of policies will be reviewed in the next reporting period to ensure alignment to the new world of work.**





In addition, implementation of the HR Strategy has revived the recruitment of internships as one of the ways to develop a pipeline for the legislative sector and contribute to youth development. It is anticipated that a fully-fledged internship programme will be rolled out in the next reporting period.

To ensure that governance remains intact in the institution and the GPL remains relevant and responsive to its operational needs, the Policy Committee approved a total of three (3) policies. These are IPMS Policy; Sports, Recreation, Arts and Culture (SRAC) Policy, and Knowledge Management Policy. These policies were prioritised due to policy gaps and the need to revise outdated versions. Furthermore, the IAC (Internal Arrangement Committee) approved five (5) Members' policies during the reporting period. These are Members' Leave Policy, Sexual Harassment Policy, Career Development Policy; Sports, Recreation, Arts and Culture (SRAC) Policy, and Internal Arrangements Support for Represented Political Parties.

	Programme 3: Corporate Support Services						
	Performance Indicator		Actual Achievement 2020/2021	Planned Target 2021/2022	Actual Achievement 2021/2022	Deviation from planned target to actual achievement for 2021/2022	Comment on deviations
	Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance						
	5.6	Percentage implementation of scheduled member training	50%	50%	75%	25%	There was a higher uptake of training due to relaxed Covid-19 regulations
	5.7	Percentage achievement of milestones in the ICT strategy's annual implementation plan	80%	80%	93%	13%	Some activities dependent on the responsiveness of the tender market, where delays had been anticipated, were realised timeously.
	5.8	HR Strategy and Implementation Plan approved	-	HR Strategy and Implementation Plan approved	HR Strategy and Implementation Plan approved	No deviation	N/A



Strategy to overcome areas of underperformance

There were no areas of performance deviation reported in this financial year.



Changes to planned targets

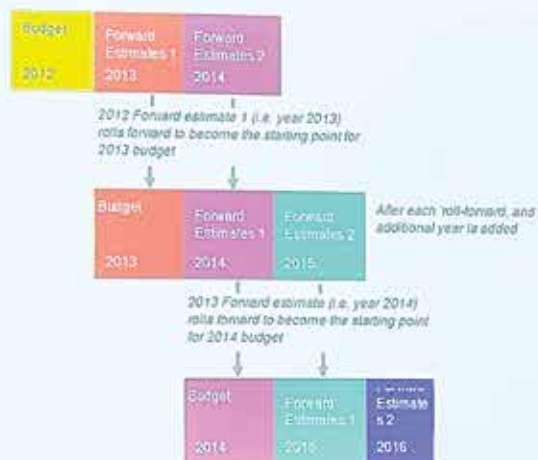
There were no in-year changes made to planned performance indicators and targets.

2022/2023 Financial Year Outlook

In the next reporting period, focus will be to:

- improve the security posture of the GPL ICT systems to reduce the risks of cybersecurity threats;
- improve the efficiency and effectiveness of the GPL processes through automation and adoption of 4IR technology; and
- review and re-alignment of HR policies in order to improve the regulatory frameworks and internal controls.

Multiannual budget process



Source: OFID, 2011.



Programme 4
Core Business

The Core Business Programme provides comprehensive support to the House and its committees so that they can advance their constitutional mandates of oversight and scrutiny over the work of the Executive, law-making, public participation, and cooperative governance.

In all the mandates, Core Business ensures involvement of the people of Gauteng in the business of the legislature, through the provision of adequate support to different public participation initiatives and creation of platforms that ensure effective participation.

The programme consists of three subprogrammes that play a central role in the attainment of key strategic outcomes of the GPL, namely: Parliamentary Business; Communications, Public Participation and Petitions, and Information and Knowledge Management.

Strategic outcomes, performance indicators, planned targets and actual achievements

Programme 4 contributes directly to four of the five strategic outcomes, with a total of 11 performance indicators. Of these, seven were achieved and four were partially achieved, as detailed below.

Strategic Outcome			
S01	S02	S03	S05
Enhanced oversight and accountability towards service delivery.	Improved responsiveness of laws to meet the needs of the people of Gauteng.	Enhanced meaningful public participation.	Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

The main aim of the Core Business Programme is to provide support to the House, committees and Members, thereby enabling them to fulfil the constitutional mandate of making laws, overseeing the work of the Executive as well as involving the people of Gauteng on matters affecting them. To achieve this, resources are delivered through Core Business to provide Members with a diversity of professional support in procedural, legal, research, House and Committee secretarial services, language, advisory and other information services. The quantity, quality and timeliness of the services provided by each of the service areas are critical to ensure continued support of the House and its committees.

Despite the challenges brought about by the COVID-19 pandemic, the institution exploited benefits that resulted in the new way of work, which included remote and hybrid work. As indicated earlier, the House was reconfigured in the last reporting period to enable the convening of hybrid Sittings. This continued in the current reporting period with the legislature using various operations modes to enhance oversight and accountability towards service delivery.



In this reporting period, House Sitzings were conducted virtually as well as hybrid Sitzings mode when the regulations were relaxed. To this end, the House adopted 170 SOM oversight reports, comprising quarterlies, budget reports as well as focused intervention study (FIS) reports.

List of FIS reports produced in this reporting period:

List of Focused Intervention Study Reports adopted by the House

As at Quarter 4, 2021/2022 FY

A	Agriculture and Rural Development	Investigation into the contribution of homestead food gardens towards food security in the province
		Commercialisation of black smallholder farmers in Gauteng Province
B	CoGTA and Human Settlements	An evaluation of informal settlement supported with electrification in the 2019/2020 FY
		An investigation of the impact of irregular expenditure on service delivery – case studies of hostel redevelopment
		Investigating the role of experts placed in regional teams to support municipalities in addressing service delivery challenges
		Assessment of progress made with regard to the abandoned/incomplete housing projects in the Gauteng Province since the implementation of the turnaround strategy
		Examining the roles and functions of Traditional Houses in Municipal Councils
C	Community Safety	Assessment of the effectiveness of Victim Empowerment Centres and Green Doors in providing support to victims of gender-based violence for the 2021/2022 financial year
D	EDEARD	Alternative energy source for long-term energy security and envisaged benefits to poor communities in the GP
		Re-industrialisation, transformation and modernisation of the Gauteng economy: The Tshwane Automotive Special Economic Zone
E	Education	Assessment of support provided to technical schools in the province
		An assessment of asbestos schools in the province
F	Economic Development	The provision of economic relief amid the COVID-19 pandemic: Unravelling the intricacies of the R250 million Gauteng SMME Partnership Fund
		The state of economic infrastructure projects mired by delays, with specific reference to the Biopark Phase 3, Jewellery Manufacturing Precinct and Visitor Centre
G	Finance	Assessing the effectiveness of support to municipalities by the Gauteng Provincial Treasury
H	Health	Investigating factors influencing lack of access by the township entrepreneurs in supplying medicine and medical equipment to health facilities in the Gauteng Province
I	Human Settlements	Investigation into the identification process of the housing beneficiaries and allocation of RDP houses in GP
J	Infrastructure Development	Mainstreaming of transversal issues in procurement of goods and services from youth, women, people with disabilities and military veterans for the 2019/2020 FY
		Revitalisation of the township economy through infrastructure development
K	OCPOL	Petitions system of the Gauteng Legislature
L	Roads and Transport	Implications of COVID-19 on the Patronage Guarantee Cost
		Resumption of delayed projects



List of Focused Intervention Study Reports adopted by the House

As at Quarter 4, 2021/2022 FY

M	Social Development	Review and assessment of the processes of foster care applications and placements in Gauteng
		The impact of municipal by-laws on the operations of NPOs
N	Sports, Arts, Culture and Recreation	Investigation into the role of Gauteng Sport Confederation on sport development at grassroots level and the impact thereof
		Gauteng Relief Fund
O	SRAC	An investigation into the implementation of the grant-in-aid funding and its impact on assisting the department to achieve their mandate

Resolutions are one of the key tools applied by the legislature to exercise its oversight and scrutiny over the Executive. These are binding decisions of the House requiring action and response by the Executive. Committees considered 34% (257 out of 765) of the responses to House resolutions received.

The legislature also applies Questions and Motions as oversight tools to hold the Executive accountable. During the reporting period, a total of 59 Oversight Question Papers were produced and communicated to the Executive to seek accountability on the questions raised by the legislators. Furthermore, a total of 10 Motions were considered. Of these, six (6) were adopted and one was voted against. The remainder were for debate without a resolution by the House Sitting.

Titles of Motions

Status

As at Quarter 4, 2021/2022 FY

1.	Motion on the establishment of Multisectoral Task Team for protection of critical infrastructure in the province	Adopted
2.	Motion on the adoption of the Gauteng Provincial Appropriation Bill 2021/22FY [G001-2021]	Adopted
3.	Motion on the adoption of the Gauteng Political Party Fund Repeal Bill [G004-2021]	Adopted
4.	Motion on scrapping of e-tolls on Gauteng's freeways	Voted against
5.	Debate on the matter of urgent public importance on re-opening of Charlotte Maxeke Johannesburg Hospital	Debated
6.	Debate on the matter of urgent public importance of electricity and water security	Debated
7.	Motion on genocide committed by apartheid Israel against the people of Palestine	Debated
8.	Motion on the Adoption of the Gauteng Provincial Adjustment Appropriation Bill [G004-2021] for the 2021/2022 FY	Adopted
9.	Motion on the adoption of the Gauteng Township Economic Development Bill [G003-2021]	Adopted
10.	Motion on the adoption of the Gauteng Provincial Second Adjustment Appropriation Bill [B - 2022], 2021/2022 FY	Adopted

In addition to the above tools that ensure compliance with the Standing Rules of the House, petitions provided a platform for the people of Gauteng to make their submissions or complaints to the legislature, as provided for by the Gauteng Petitions Act. The petitions system allowed the Petitions Standing Committee (PSC) to facilitate, oversee and demand action on the backlogs and/or feedback on queries relating to service delivery from the Executive, and to provide feedback to the petitioners. In the period under review, of the 120 planned petitions, 94 petitions were tabled before the PSC for consideration. Of these, 84 were adopted, two were not adopted, seven were rejected and one was clustered.

The Constitution vests the law-making power in the GPL. It can consider, pass, amend or reject any Bill before it and initiate or prepare legislation. The GPL actively participates in the National Council of Provinces (NCOP) to ensure that all the Bills passed by parliament represent the interests and needs of the people of Gauteng. In the current reporting period, committees of the GPL processed laws, Bills as well as regulations as part of discharging their mandate.

The following six (6) regulations were approved during the period under review:

- » Amendments to the Gauteng Provincial Road Traffic Regulations, 2021.
- » Revision of Uniform Patient Fee Schedule Tariffs relating to the Classification of Fees Payable by Patients at Provincial Hospitals and Differentiated Amenities, 2021.
- » Revision of Uniform Patient Fee Schedule relating to Ambulances, 2021.
- » Revision of Patient Fee Schedule relating to Hospital Mortuaries, 2021.
- » ²Gauteng Provincial Road Traffic Amendment Regulation, 2022.
- » Gauteng Gambling Amendment Regulation, 2022.

In addition to the regulations approved, a total of four Bills that will be signed into law by the Premier of Gauteng were adopted as listed below:

- » Gauteng Provincial Appropriation Bill.
- » Gauteng Provincial Adjustment Appropriation Bill.
- » Gauteng Provincial Second Adjustment Appropriation Bill.
- » Gauteng Township Economic Development Bill.

The third aspect of discharging the law-making mandate to ensure laws are responsive to the needs of the people of Gauteng, **committees of the legislature considered a total 28 Bills, ³21 NCOP (National Council of Provinces) and seven (7) Provincial ones** – see below for more details.



List of Bills as at Quarter 4 of the 2020/2021 FY

National Council of Provinces (NCOP)

Section 76

Local Government Municipal Systems Amendment Bill
The Upgrading of Land Tenure Rights Amendment Bill
Sectional Titles Amendment Bill
Housing Consumer Protection Bill
Gas Amendment Bill
Agricultural Produce Agents Amendment Bill
Upstream Petroleum Resources Development Bill
Plant Health (Phytosanitary) Bill
National Environmental Management Laws Amendment Bill
Public Administration Laws General Amendment Bill
National Forest Amendment Bill
Constitution Eighteenth Amendment Bill
Climate Change Bill
Marine Pollution (Prevention of Pollution from ships) Bill
Basic Education Laws Amendment Bill
Electoral Amendment Bill
Preservation and Development of Agricultural Land
Agricultural Product Standard Amendment Bill
Marine Oil Pollution (Preparedness, Response and Cooperation) Bill

Section 77

Division of Revenue Bill
Division of Revenue Amendment Bill

Provincial Bills

Gauteng Provincial Appropriation Bill 2021/2022 FY
Gauteng Political Party Fund Repeal Bill
Gauteng Community Safety Oversight Bill
Gauteng Township Economic Development Bill
Gauteng Provincial Adjustment Appropriation Bill 2021/2022 FY
Gauteng Provincial Second Adjustment Appropriation Bill 2021/2022 FY
Gauteng Provincial Appropriation Bill 2022/2023 FY

² Amendments to the Gauteng Provincial Road Traffic Regulations, 2021 was also processed during this period.

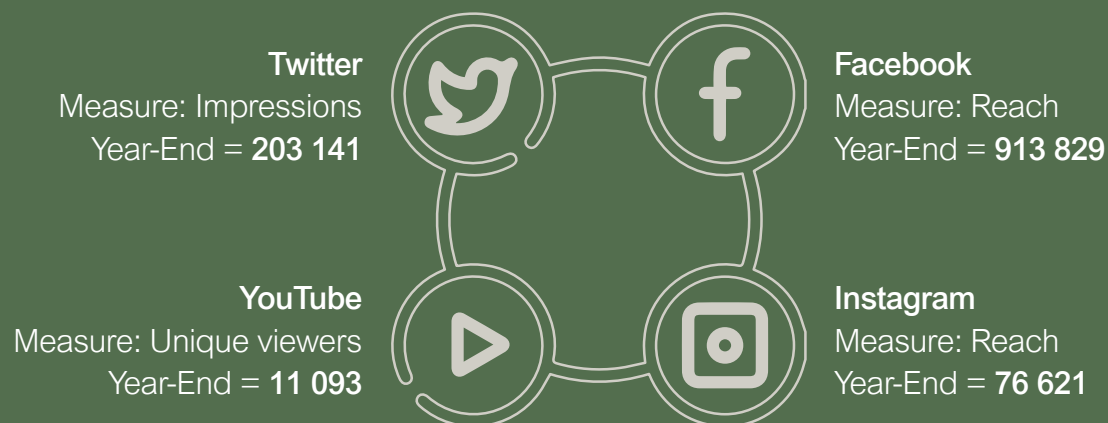
³ Incorporates Section 76 and 77 Bills, the latter is mandatory for the government to operate





The public participation mandate was negatively affected by the COVID-19 restrictions as physical engagements were limited. To enhance meaningful public participation, emphasis was placed on the number of people participating in the GPL business who were reached through 'digital platforms. Various social media platforms (i.e., Facebook, Twitter, Instagram and YouTube) were employed to raise awareness and share information about the legislature's constitutional activities. Initiatives such as the State of the Province Address attracted many people, resulting in a significant increase in the number of people reached during this reporting period.

Social media reach by platform



As at the end of the financial year, **1 204 684 people** were reached, against a **one million target**, which is exceeded by **204 684 people**.

A total of five sector parliaments took place as listed below.

Sector Parliaments

Youth Parliament	Workers' Parliament	Women's Parliament	Senior Citizens Parliament	People with Disabilities Parliament
23 June 2021	29 June 2021	09 September 2021	18 November 2021	8 March 2022

In this reporting period, the GPL hosted the 7th Annual Vita Basadi Awards to recognise excellence by Gauteng women in various industries and acts of community service throughout the city region.





Through this initiative, a total of 300 nominations for eight general and two special categories were received. Of these, the Honourable Speaker, Ntombi Mkgwe, honoured a total of 18 women in the categories as follows:

Award Category		Winner	Runner-Up
1.	Community Builder of the Year	Fiona Makhaphela	Robin Le Roux
2.	Community Heroine	Nomsa Masoka	Lydia Hlongwane
3.	Woman of Honour	Siyabulela Loyilane	Rumisha Motilal
4.	Youth Philanthropist	Mamello Makhanya	Nondumiso Thango
5.	Outstanding Creative	Lydia Hlongwane	Busisiwe Mahoko
6.	Unsung Legend	Pippa Thembi Jarvis	Joyce Masilo
7.	Young Dignitary	Liana Gouveia	Samukelisiwe Khumalo
8.	Guardian Award	Eunice Moloko (Posthumous)	Cst Mballi Ntobeng
Special Category			
1.	Speaker's Special Award	Grace Marutlulle	
2.	Lifetime Achievement Award	Rumisha Motilal	



Performance indicators and targets

	Programme 4: Core Business					
	Performance Indicator	Actual Achievement 2020/2021	Planned Target 2021/2022	Actual Achievement 2021/2022	Deviation from planned target to Actual Achievement 2021/2022	Comment on deviations
	Strategic Outcome 1: Enhanced oversight and accountability towards service delivery					
	1.2 Number of adopted SOM oversight reports produced	169	130	170	40	Provincial Adjustments Appropriation led to more oversight reports produced than was expected.
	1.3 Percentage of responses to SOM oversight house resolutions considered by Committees	25% (155 of 625)	95%	34% (257 of 765)	61% (469 of 765)	Time allocation to review resolution was limited, resulting in lower volumes of resolutions reviewed. Increased time allocation for consideration of resolutions' responses will be prioritised on all House Committees agendas to ensure that the implementation of a full cycle of this oversight mechanism is completed.
	1.4 Number of oversight question papers produced	51	42	59	17	This is a demand driven output.
	1.5 Number of Motions adopted by the House	9	5	⁵ 6	1	This is a demand driven output.
	1.6 Number of adopted Committee Inquiries reports	0	1	0	1	Further consultation with relevant stakeholders resulted in delays. This included time to seek legal opinion to mitigate potential litigation risk as well lack of internal technical capacity contributed Technical expertise is being sought to support the committee to implement the inquiry in the next reporting period.
	Strategic Outcome 2: Increased responsiveness of laws to meet the needs of the people of Gauteng					
	2.2 Percentage of laws passed	100% (5 of 5)	100%	100% (4)	No deviation	N/A
	2.3 ⁶ Percentage of Bills processed	100% (28 of 28)	100%	100% (28)	No deviation	N/A
	2.4 Number of approved Regulations	3	4	5	1	This is a demand driven output.
	Strategic Outcome 3: Enhanced meaningful public participation					
	3.1 Number of petitions considered by the Legislature	120	120	94	26	the term programme was rescheduled to prioritise the sitting of Appropriation Bill; this impacted the PSC session to consider Petitions GPL will ensure that the approved Programme is adhered to; consideration for additional meetings for high-volume committees to do its business will be made
	3.2 Number of people participating in GPL business reached through digital platforms	828 059	1 000 000	⁷ 1 204 684	204 684	Content that resonates with the audience attracted large numbers

	Programme 4: Core Business					
	Performance Indicator	Actual Achievement 2020/2021	Planned Target 2021/2022	Actual Achievement 2021/2022	Deviation from planned target to Actual Achievement 2021/2022	Comment on deviations
	Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance					
	5.9	Percentage achievement of milestones in the annual implementation of the integrated Communication Strategy	83%	80%	70%	10%



Strategy to overcome areas of underperformance

In areas of underperformance, mitigation strategies have been identified to overcome the challenges experienced. These include increasing time allocation for the consideration of resolution responses by committees and ensure that the implementation of a full cycle of this oversight mechanism is completed. The institution will provide technical expertise in the next reporting period to support the committees to conduct inquiries. The legislature will ensure that the approved programme is complied with, and that consideration for additional meetings for high-volume committees is prioritised. This will assist in eliminating underperformance in the processing of petitions.

In the reporting period, emerging institutional priorities and tight legislative schedule affected most of the planned milestones of the Integrated Communications and PPP Implementation Plan. The outstanding milestones will be incorporated into the next financial year's implementation plan for execution.



Changes to planned targets

There were no in-year changes made to planned performance indicators and targets.

2022/2023 Financial Year Outlook

In the next reporting period, focus will be:

- The finalisation of the feasibility study that will inform the approach to be employed to implement the Money Bills legislation.
- The branding and signage of the GPL to ensure ease of identification and understanding of its business.
- The use of community-based media to take the GPL messages to the various communities in Gauteng.
- The finalisation of the review of Integrated Communications and PPP Strategy and Digital Legislature Project.
- The implementation of the Records Management Project.



Programme 5
Chief Financial
Officer's Office

The purpose of the programme is to provide professional financial, risk and supply chain management services for the realisation of the GPL's strategic goals and objectives.

The office strives to allocate financial resources equitably to ensure adequate funding for the implementation of the institution's strategic plan whilst promoting effective financial management in respect of revenue, expenditure, assets and liabilities.

The office promotes strong financial, supply chain and risk management practices through partnership processes with all programmes of the GPL. It provides effective and efficient management of all financial resources through the implementation of best business practices by linking strategic planning, budgeting and reporting. The office is also responsible for ensuring continuous implementation of all relevant financial legislation to enhance the fiscal stability, accountability and integrity of the GPL.

The programme oversees implementation of governance processes related to financial management, supply chain management, auditing and risk management. In addition, it promotes stewardship and assures the allocation and management of resources in support of institutional outcomes. The programme is central to performance achievement of Strategic Outcome 5.

Strategic outcomes, performance indicators, planned targets and actual achievements

In this reporting period, the programme achieved the two (2) planned targets under Strategic Outcome 5, as detailed below.

Strategic Outcome



S05

Enhanced compliance with all relevant fiduciary requirements and principles of good governance.

With regard to the first planned target, "100% Fraud Risk Management (FRM) initiatives implemented raised awareness on fraud and risk matters throughout the GPL community", a risk assessment was conducted

and a Risk Register for the 2022/2023 financial year was subsequently compiled. There were ongoing engagements with the Public Service Commission to ensure alignment with the internal processes and strategy. To strengthen compliance of the GPL with its regulatory frameworks, ongoing compliance assessments against key regulations were conducted, followed by a risk mitigation plan to address the possible gaps that have been identified. In this reporting period, relevant regulatory frameworks were assessed and corresponding actions plans were developed.

From the financial management and supply chain management front, the programme undertook various activities to enhance compliance of the GPL with the relevant fiduciary requirements and principles of good governance. These activities included the submission of regular financial reports to the Executive Authority in line with the provisions of FMPPLA, the payment of constituency allowance to the political parties and monitoring of invoice payments within 30 days. The programme, through the Supply Chain Management Unit, continued to monitor and report on unauthorised, irregular, and fruitless and wasteful expenditure throughout the year.

Among other regulatory frameworks that the Supply Chain Management Unit is expected to comply with as it implements its work is the Preferential Procurement Policy Framework Act, which is central to ensuring transformation of the public procurement



processes. To achieve this, set targets were determined at the beginning of the financial year, as depicted in *Preferential Procurement Targets* table below. All the set targets were achieved and exceeded. Notable achievements were made in procurement from business owned by people with disabilities, which was enhanced by targeted procurement.

To strengthen compliance of various enterprises interested to do business with the legislature, the programme conducted a workshop with micro businesses during the financial year to raise awareness about the compliance requirements. Furthermore, the programme provided strategic leadership, during the annual budgeting process, to ensure appropriate and adequate funding of the annual performance plans within available resources.

The programme coordinated and finalised the budget adjustments for 2021/2022 and budgeting process for the 2022/2023 financial years. In line with Section 51 of FMPPLA, financial reports were prepared monthly and submitted to both the internal and external stakeholders within 15 days of each month.

The programme coordinated and facilitated the 2020/2021 statutory audit by the Auditor-General of South Africa (AGSA), in line with the requirements of FMPPLA. An External Audit Strategy was developed to address the AG's reported findings in the previous reporting period. The implementation of the action plans was monitored and reported to the oversight structures throughout the period.

The resultant outcome is that the legislature achieved **an unqualified audit with no matters of emphasis for the 2020/2021 financial year** from AGSA, maintaining the outcome of the previous financial year.



Preferential Procurement Targets								
BBBEE Indicators	Target	Q1	Q2	Mid-Year	Q3	Q4	Year End	Tvs.A
Historically Disadvantaged Individuals (HDIs)	60%	54.70%	75.69%	63.52%	73.06%	71.12%	68.64%	8.64%
People with disabilities (PwDs)	0,2%	0,68%	0.17%	0.46%	2,31	1.29%	1.11%	0.9%
Women	30%	28,01%	38.09%	32.19%	22.82	39.95%	32.22%	2.22%
Youth	10%	17.66%	5.39%	12.49%	24.22	11.60%	14.72%	4.72%
Township economy	10%	10.73%	25.77%	16.98%	55.96	48.91%	35.34%	25.34%

Performance indicators



Programme 5: Chief Financial Officer's Office

Performance Indicator	Actual Achievement 2020/2021	Planned Target 2021/2022	Actual Achievement 2021/2022	Deviation from planned target to Actual Achievement for 2021/2022	Comment on deviations
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Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance

5.10	Audit opinion of the AGSA	Unqualified audit opinion with no matters of emphasis for the 2019/2020 FY	Unqualified audit opinion with no matters of emphasis for the 2020/2021 FY	Achieved unqualified audit opinion with no matters of emphasis for the 2020/2021 FY	No deviation	N/A
5.11	Percentage FRM initiatives implemented	100%	100%	100%	No deviation	N/A



Strategy to overcome areas of underperformance

There were no areas of performance deviation reported under Programme 5.



Changes to planned targets

In this financial year, there were no in-year changes to neither the performance indicator nor target.

2022/2023 Financial Year Outlook

In the 2022/2023 financial year, the programme will intensify and enhance partnership support services and provide dedicated support in areas of Finance, SCM, Asset and Risk Management. It will further enhance strategic resourcing to improve efficiencies in the provision of goods and services and ensure alignment between the financial plan, risk management and institutional strategy. To be responsive to fiscal constraints faced by the country, more focus will be on improving financial practices and efficiencies, thereby realising more value from the limited resources.

6 Transfer of Payments

In this reporting period, the GPL fulfilled the requirements of Section 236 of the South African Constitution which promotes multi-party democracy and funding of political parties participating in the provincial legislatures on an equitable and proportional basis. The transfer payments for political party funding and constituency allowances are paid to political parties that are represented in the GPL. The main objective of the payment of a constituency allowance is to enable parties represented in the GPL to establish and maintain infrastructure to serve the interests of their constituents.

The intent of the political party funding is to allow each party represented in the GPL to establish and maintain its own administrative infrastructure within the GPL precinct, to enable Members to obtain the required training to fulfil their constitutional mandate as well as to enable them to attend party political meetings in the interest of the GPL. It is anticipated that the President of the Republic of South Africa will, in the next reporting period, sign a proclamation on the enactment of the Political Party Funding Act (Act 6 of 2018), which regulates public and private funding of political parties. As such, the GPL is currently putting systems in place to comply accordingly.

Party Name	Support for Political Party Work	Support for Constituency Work	Total Transfers
ANC	46 271 493	28 866 216	75 137 709
DA	26 558 103	15 603 360	42 161 463
EFF	15 808 269	8 581 848	24 390 117
VF+	6 348 770	2 340 504	8 689 274
IFP	4 029 632	780 168	4 809 800
ACDP	3 952 734	780 168	4 732 902
TOTAL TRANSFERS	102 969 001	56 952 264	159 921 265



7 Donor funds received

The GPL did not receive any donor funds in this reporting period.

8 Capital investment

The acquisition, maintenance and safeguarding of GPL's assets remained a priority as prescribed by FMPPLA. The legislature maintained and updated a fixed asset register (FAR) that adheres to the requirements of relevant prescripts. The fixed asset register is updated regularly with new acquisitions, disposals and any other movements of assets as and when they occur.

In line with the GPL Strategy, replacement and disposal of old and redundant equipment that no longer supported effective service delivery by the GPL was undertaken. All assets that could not be cost-effectively repaired or refurbished were disposed of. All stolen and lost assets were dealt with in line with the GPL policy on the management of losses.

Furthermore, all losses due to theft were investigated and recommendations were made on whether to recover the loss or to write them off. **The number of losses due to theft was relatively low. All losses were removed from the asset register after approval.**



All new assets were barcoded, captured on the FAR and asset locations were also updated accordingly before distribution. Asset verification was conducted at the end of the financial year to account for all assets in possession of the GPL. In addition, impairment tests and reassessment of useful life of assets were conducted and the FAR was reconciled to the General Ledger. Continued efforts were made to strengthen the overall control, management and safeguarding of assets, and compliance was monitored on an ongoing basis.

9 Reporting on the institutional response to the COVID-19 pandemic

During 2021/2022, the GPL made available a total amount of R4.5 million to respond to the COVID-19 pandemic and ensure that the work of the legislature continues uninterrupted. **The actual expenditure as at 31 March 2022 amounted to R3.8 million, representing 86% of the total allocated budget, as detailed below.**

The budget process considered the challenges brought about by the pandemic in the previous financial year. The GPL will continuously navigate its operations around the evolving pandemic and has put appropriate response measures in place to ensure continuity, sound financial management and achievement of its constitutional mandates.

Intervention	Total budget allocation per intervention	Budget spent per intervention	% Spent
ICT 3G Network - Data	3 638 563	3 721 039	102%
Building Management COVID-19 requirements	601 200	0	0%
Safety and Security COVID-19 requirements	210 539	126 998	60%
Total	4 450 302	3 848 037	86%





gans

CALITENG




GAUTENG
EDUCATION



GAUTENG
LEGISLATURE



AUTENG
DESIGN & BUILD

A photograph showing a group of people seated in a room, likely a legislative assembly. They are all wearing face masks. In the foreground, the back of a person's head and shoulders are visible; they are wearing a green quilted jacket and have glasses hanging from their ear. A microphone is positioned in front of them. The background is slightly blurred, showing other people seated in rows.

The Gauteng Provincial Legislature (GPL) continuously strives to deliver on its key mandate and strategic objectives by entrenching governance processes, risk management and internal controls in its day-to-day operations.

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GOVERNANCE

*Following up on our commitments,
making your future work better*

GOVERNANCE

HON LENTHENG NTOMBI MEKGWE
Speaker



HON NOMVUYO MHLAKAZA-MANAMELA
Deputy Speaker



1 Introduction

The Gauteng Provincial Legislature (GPL) continuously strives to deliver on its key mandate and strategic objectives by entrenching governance processes, risk management and internal controls in its day-to-day operations. It is fully committed to integrity, transparency, fairness, and accountability in all its operations.

The Legislature Services Board (LSB) is committed to applying the principles of corporate governance and it recognises that good corporate governance is essential in protecting the interests of all stakeholders.

These responsibilities and deliverables are overseen by the LSB, which delegated some of the responsibilities to three (3) of its committees. The LSB, as supported by management, serves as the focal point and custodian of principled and high standard of corporate governance in the Gauteng Provincial Legislature.

The Corporate Governance Framework of the GPL embodies the principles of the King IV report, where applicable; FMPPLA as well as structures, processes and systems that enable the organisation to maintain the highest standards of good governance and ethical leadership.

The governance model of the GPL is two-pronged, i.e. the Executive Authority and the Legislature Services Board (LSB).

The Executive Authority, as the political head of the institution, is overseen and held accountable by the Oversight Committee on the Premier's Office and the Legislature (OCPOL). **The LSB**, chaired by the Executive Authority, holds the Accounting Officer and executive management accountable.



2 Corporate Governance Statement

2.1 Establishment and composition of the LSB

The Legislature Services Board was established in terms of the Legislature Services Act (Act 5 of 1996) and follows the principles of King IV and Protocol on Corporate Governance in the Public Sector. Members of the LSB are appointed in terms of section (4)(1) (a-f) of the Legislature Services Act. The Legislature Services Board comprises 10 members, i.e., the Speaker of the Legislature, who is the Chairperson of the Board; the Deputy Speaker, the Chairperson of Committees, the Leader of the DA, the Leader of the IFP, the Chief Whip, three (3) independent members as well as the Secretary to the Legislature. The LSB, which has a broad range of skills, knowledge and experience, ensures that the highest levels of governance are applied.

The Board is expected to meet at least four (4) times in the financial year for any specific business of the GPL. However, during the 2021/2022 financial year, the Board managed to meet five (5) times to consider the financial and non-financial performance information reports, including risk management, compliance and audit matters, and approval of policies that were presented by management.



In instances where there is a need to meet beyond the scheduled meetings, special meetings can be convened at the discretion of the LSB. To this end, an additional meeting was scheduled to consider the external auditors' report, management and audit reports and other reports.

06 Non-Executive Member



Lentheng Ntombi Mekgwe
Non-Executive Member and Chairperson



Nomvuyo Mhlakaza-Manamela
Non-Executive Member



Sizakele Emelda Nkosi-Malobane
Non-Executive Member



Elias Khumalo
Non-Executive Member



Bonginkosi Dhlamini
Non-Executive Member



Solly Msimanga
Non-Executive Member

03 Independent Non-Executive Member



Nandipha Siwahla-Madiba
Independent Non-Executive Member



Sandile Luthuli
Independent Non-Executive Member



Hlaleleni Dlepu
Independent Non-Executive Member

01 Executive Member



Peter Skosana
Executive Member





2.2 The role and functions of the LSB

The LSB is responsible and accountable for the affairs and performance of the GPL and for ensuring the sustainability of the institution into the future. **The Board's role includes, but not limited to, the following:**

- » provide a strategic direction to management of the organisation and develop the vision, mission, corporate strategy and business plans;
- » approve strategic plans and evaluate the performance of the organisation against approved plans, including operating budgets, and monitor expenditure of the institution and the overall short-to long-term financial metrics of the organisation;
- » develop a governance system for the GPL, to ensure that appropriate systems and procedures are in place to enable the GPL to conduct its business;
- » provide effective leadership that is governed by ethical principles and moral standards outlined in the Code of Conduct of the GPL in making sure that all who work for the GPL uphold the values of honesty and good faith and discharge their responsibilities in the best interest of the institution;
- » ensure that all assets, facilities and equipment are safeguarded and maintained, and human capital is protected against any harm while executing their responsibilities;
- » review and evaluate the effectiveness of the GPL internal control enhancement plans, accounting policies as well as the risk management and auditing processes, and ensure compliance with regulatory and governance requirements;
- » proactively manage ICT risks and performance within the defined ICT Governance Framework and ICT Strategy to improve business outcomes. This ensures that the Board has direct responsibility for governance of technology, ethical use of ICT, approval of ICT policies and charters, setting the direction on technology and monitoring ICT investment.

2.3 Governance and Operating Committees

Governance is underpinned by effective leadership, oversight and management accountability based on a sound ethical foundation. The LSB continuously strives to ensure adherence to good governance principles when executing the GPL's mandate in line with the approved strategy taking into consideration the GPL's

opportunities and risks in accordance with its risk appetite. In overseeing the implementation of the GPL's strategy, the LSB ensures that the recommended corrective actions appropriately address identified challenges. The LSB sets the tone for ethical leadership which forms the foundation for good corporate governance. Sound governance principles and processes define and steer the responsibilities of the Board and actively promote a sustained governance culture throughout the institution.

The GPL has adopted the King IV principles in conjunction with regulatory provisions to achieve the overarching principles of sound governance, namely: responsibility, accountability, fairness, and transparency. Governance is supported by the legal and compliance function which assesses our risks and material issues, and ensures that the necessary policies, procedures, and controls are in place to mitigate them. The audit and risk function monitors the effectiveness of these policies, procedures, and controls.

It should be noted that the Secretary to the Legislature (Accounting Officer) has been the LSB's delegated authority for the day to day functioning of the GPL, assisted by the Executive Directors. The LSB Secretary is responsible for implementing and monitoring the governance framework and to support key strategic deliverables of the institution by ensuring that the LSB and its committees function optimally. The delegated authority imposes certain restrictions and conditions appropriate for the effective exercise of such delegated powers.

The Board ensures that its arrangements for delegation within its own structures promote independent judgement and assist with balance of power and the effective discharge of its duties. It is key for the Board and its committees to comprise the appropriate balance of skills, knowledge, experience, independency, and diversity for it to discharge its roles and responsibilities objectively and effectively.

2.4 Compliance to the Financial Management of Parliament and Provincial Legislatures Act, 2009

The Financial Management of Parliament and Provincial Legislatures Act (FMPPLA), 2009, regulates the preparation of strategic and annual performance plans and reporting against those plans. The Act promotes democratic values and principles enshrined

in the Constitution of the Republic of South Africa relating to the promotion and maintenance of a high standard of professional ethics in the organisation; promotion of an efficient, economic and effective use of resources allocated to parliaments; fairness, transparency, accountability and sound management of the revenue, expenditure, assets and liabilities of parliaments and legislatures.

The Gauteng Provincial Legislature, through its governance committees, ensured that there is an effective discharge of oversight responsibilities by OCPOL as well as the LSB and its committees throughout the 2021/2022 financial year. The executive management, led by the Secretary to the Legislature, provided quarterly financial and performance management reports of the institution in line with the requirements of FMPPLA.

The Board has strived to ensure its alignment with FMPPLA and King IV Reports on principles of good governance and improved accountability. The LSB ensures that the GPL complies with all applicable laws and policies and adheres to codes and standards.

All these compliance responsibilities are very onerous, especially where the state is involved. This is exacerbated by the fact that different single provisions in laws, policies, codes and standards cannot be read in isolation, but need to be interpreted in the context of the entire scope of compliance applicable to the GPL.

2.5 Conflict of Interest

The members of the Legislature Services Board are required to declare any personal or perceived interest that could constitute a conflict of interest, by signing a formal disclosure form. This process takes place at every meeting and where a conflict of interest exists, the members of the Board and any management team are required to excuse themselves from the meeting when conflicting matters are deliberated.

2.6 Fees for Non-Executive Directors

The external independent directors are remunerated in accordance with the approved GPL fee structure, which was reviewed during the year under review. The fee structure is developed in accordance with the FMPPLA and Treasury regulations.

3 Governance structures

3.1 Composition of LSB and its committees

To ensure efficient operation and compliance with best practices and legislative requirements, the Board is supported by three (3) committees as well as the Legislature Services Board Secretary, as recommended by Companies Act and the principles of King IV Report in Corporate Governance.

In terms of delegations of authority, the LSB delegated some of its responsibilities to the following committees:





The table below shows who the Board members are and the number of meetings attended in the 2021/2022 financial year:

The role of the Board	Members	Designation	Meeting Attendance
<p>The LSB is ultimately responsible and accountable for the affairs and performance of the GPL and for ensuring the sustainability of the institution into the future. The Board's role includes, but not limited to, the following:</p> <ul style="list-style-type: none">» ensure that appropriate systems and procedures are in place to enable the GPL to conduct its business in an honest, ethical and responsible manner;» ensure that effective audit, risk management and compliance measures are in place;» review, assess and guide management in setting group strategy and business plans;» review and approve strategic plans, policies and operating budgets as well as to monitor financial performance and expenditure; and» ensure accurate, concise, transparent and timely reporting.	Hon Lentheng Ntombi Mekgwe	Non-Executive Member and Chairperson	5/5
	Hon Nomvuyo Mhlakaza-Manamela	Non-Executive Member	2/5
	Hon Sizakele Nkosi-Malobane	Non-Executive Member	1/5
	Hon Mpapa Kanyane	Non-Executive Member	1/5
	Hon Mzi Khumalo	Non-Executive Member	5/5
	Hon Solly Msimanga	Non-Executive Member	3/5
	Hon Bonginkosi Dhlamini	Non-Executive Member	3/5
	Ms Hlaleleni Dlepu	Independent Non-Executive Member	4/5
	Dr Nandipha Siwahla-Madiba	Independent Non-Executive Member	5/5
	Mr Sandile Luthuli	Independent Non-Executive Member	5/5
	Mr Peter Skosana	Executive Member (Accounting Officer)	5/5

The following tables show the composition of each committee, its members as well as their roles and functions:

Audit and Risk committee			
The role of the Board	Members	Designation	Meeting Attendance
<p>The role of this committee is an independent one with accountability to the LSB. The committee:</p> <ul style="list-style-type: none">» Is an overseer and makes recommendations to the board for final approval» Oversee/ ensure the integrity of the financial reporting and audit processes» Oversee the maintenance of sound internal control and risk management systems	Dr Nandipha Siwahla-Madiba (Chairperson)	Independent Non-Executive Member	7/7
	Mr Victor Nondabula	Independent Non-Executive Member	7/7

Performance and Remuneration Committee (PRC)		
The role of the committee	Members	Meeting Attendance
<ul style="list-style-type: none">» Oversees and monitors the performance of the GPL against its annual performance plan and institutional strategy.» Monitors that the organisation remuneration policy and philosophy is aligned with the GPL's long-term business strategy, its business objectives, its risk appetite and values.» Monitors and ensures that the GPL implements its remuneration policy fairly and consistently, and that Senior Managers are remunerated accordingly for their individual contributions and performance within the group.» Carries out other functions as the LSB may request from time to time.	Mr Sandile Luthuli (Chairperson)	4/4
	Hon Lentheng Ntombi Mekgwe	4/4
	Hon Nomvuyo Mhlakaza-Manamela	4/4
	Hon Sizakele Nkosi-Malobane	4/4
	Hon Mpapa Kanyane	4/4
	Hon Thokozile Magagula	4/4
	Hon Ezra Boitumelo Letsoalo	4/4
	Ms Given Sibiya	4/4
	Mr Zola Fihlani	4/4

Human Resources Development (HRD) Committee

The role of the committee	Members	Meeting Attendance
<ul style="list-style-type: none"> » Assists the LSB by providing oversight on the implementation of human resources policies and systems. » The committee exercises its responsibility on the premise that economic competitiveness is measured by aggregate skills and capacity of the GPL workforce. Thus, the organisation must put systems to protect its human capital and provide means in which the GPL workforce will be highly productive. » Carries out other functions as the LSB may request from time to time. 	Hon Nomvuyo Mhlakaza-Manamela (Chairperson)	2/3
	Hon Sizakele Nkosi-Malobane	3/3
	Hon Dulton Adams	3/3
	Hon Lesego Makhubela	3/3
	Hon Fasiha Hassan	3/3
	Dr Siphelele Zulu	3/3
	Mr Tshokolo Nong	3/3

3.2 Induction of LSB members

The Board requires individuals with the necessary competence to fulfil its strategic role as the custodian of the institution's good governance. In exercising its duties, members of the Board are expected to act with due diligence and skill and are required to have a sound understanding of the business of the legislature. This became more urgent with new appointments to the Board and its committees as dictated by the business needs of the Sixth Administration.

During the 2021/2022 financial year, the GPL did not conduct a group induction as Members were inducted at the beginning of the Sixth Administration in 2019. However, new Members, who were appointed as and

when a gap existed, were inducted separately on the functions of the LSB and the respective committees that they were part of.

3.3 Board Charters

Each committee of the Board is governed by its own charter which is its terms of reference. These charters flow from the LSB Charter and they determine the mandate of each committee. The LSB, as the final decision-making body of the GPL, directs the organisation with the principles of effective leadership, ethics and principles of good governance.

The LSB Charter incorporates principles and commitments embodied in the King IV Report of

Corporate Governance as well as the Protocol on Good Governance in the Public Sector. These principles include discipline, independence, responsibility, fairness, social responsibility, transparency and the accountability of directors to all its stakeholders.

The LSB is satisfied that every effort has been made in the financial year, which ended on 31 March 2022, to comply with all material requirements of good corporate governance.





4 Internal Arrangement Committee

The Internal Arrangements Committee (IAC) is a newly constituted committee which replaced the Members Affairs Committee. The IAC has the authority to make all decisions related to Members in line with Section 116(2) of the Constitution of the Republic of South Africa and all other applicable laws and fiduciary responsibilities of elected public representatives.

Internal Arrangements Committee (IAC)		
The role of the committee	Members	Meeting Attendance
The main purpose of the Internal Arrangements Committee is to oversee how the Administration provides support to Represented Political Parties and their Members and caucus staff, Members Policies, matters emanating from Stakeholder engagement meetings and any topical and relevant matters affecting Members.	Hon Lentheng Mekgwe (Chairperson)	2/2
	Hon Nomvuyo Mhlakaza-Manamela	0/2
	Hon Sizakele Nkosi-Malobane	2/2
	Hon Mpapa Kanyane	2/2
	Hon Mzi Khumalo	2/2
	Hon William Matsheke	1/2
	Hon Refiloe Kekana	1/2
	Hon Petrus Mabunda	2/2
	Hon Solly Msimanga	1/2
	Hon Mike Moriarty	1/2
	Hon Adriana Randall	0/2
	Hon Itani Mukwevho	2/2
	Hon Ruth Mnisi	2/2
	Hon Anton Alberts	1/2
	Hon Amanda De Lange	1/2
	Hon Dulton Adams	2/2
	Hon Bonginkosi Dhlamini	2/2



5 Risk management

The GPL recognises risk management as an integral part of management's responsibility and has, therefore, continued to implement the adopted Enterprise-Wide Risk Management Strategy and Policy during the period under review. The strategy is aligned to the COSO (Committee of Sponsoring Organisations of the Treadway Commission) Framework. The objective of this policy is to identify, manage, control and respond to business, strategic and operational risks that may adversely affect the performance of the GPL. The GPL believes that effective risk management requires a single, consolidated view of risks across the business in order to understand the institution's full risk exposure and to prioritise risk management and governance activity.

The effective governance and management of our risks and opportunities are **fundamental to and underpin our ability to deliver on the GPL's strategic objectives, and on our ability to create sustainable value.**



Effective enterprise risk management involves identifying and understanding the risks and opportunities facing GPL's business. By understanding those variables in our internal and external operating environments that create uncertainty and risk, we are better able to alleviate the effects of such risks and to position the institution to take advantage of any opportunities, future challenges and prospects to improve the quality of life of the people of Gauteng.

5.1 Risk process

At the GPL, our approach to risk relies on the ongoing monitoring of risk and related mitigation with strategies and, when appropriate, their revision. These activities are embedded in our day-to-day activities and processes at a strategic and operational level, in our governance structures and at policy level. Our risk management process aims to be practical and effective, rather than focusing solely on compliance. Our risk framework requires identification and management of risks to be embedded in business activities through the following processes:

Risk identification	Risk assessment
New and emerging risks are identified and each is assigned an owner or accountable individual within the programme or business unit where the risk is located.	Risks are assessed using an appropriate and internationally recognised technique to determine their potential impacts and likelihood, prioritise them and inform risk treatment options.
Risk treatment	Monitoring and review
Controls are implemented to prevent, reduce or mitigate downside risks (risk materialising) and increase the likelihood of opportunities being realised.	Risks and controls are reviewed periodically and on an ongoing basis (including where there are high potential events or changes in the external environment, such as the COVID-19 pandemic, severe changing weather patterns due to climate change) to evaluate performance and appropriate mitigation actions.

An annual strategic risk assessment, informed by the strategic objectives of the GPL, was conducted and finalised during February 2021 and the outcomes thereof were presented and adopted by the Audit and Risk Committee and the Board. The Risk Management Committee met on a quarterly basis to consider progress regarding mitigation of the identified risks. The strategic risks and associated action plans were communicated, through the Chairperson of the Audit and Risk Committee, to the Legislature Services Board on a quarterly basis.

The operational risk assessments were also conducted at the subprogramme level during the reporting period. The identified risks and their mitigating controls were continuously tracked, and progress on the implementation of action plans within the risk registers were regularly monitored and reported to the oversight structures. The strategic risks associated with the Sixth Term of the Legislature were identified, approved and included in the 2020-2025 Strategic Plan. The strategic risks will continue to be monitored, reviewed and updated on an annual basis over the MTEF period.

5.2 Emerging risks

Emerging risks associated with newly developing or changing risks that are highly uncertain and difficult to quantify were identified. They are generally driven by internal and external influences and often cannot be prevented, although they can be prepared for. As such, these were effectively identified, incorporated into the risk register and managed accordingly during the period under review. Some of the emerging risks include severe changing weather patterns due to climate change and cybersecurity.

5.3 The roles of the LSB and Audit and Risk Committee (ARC)

Risk is a standard agenda item at the Audit and Risk Committee meetings and the committee's role in our risk management process is multi-dimensional. Its primary role is to oversee risk governance and ensure that strategic risks are appropriately addressed and managed. Our risk management process reflects our integrated approach to business, and the Audit and Risk Committee – supported by various committees of the Board – examines all risks affecting the GPL Strategy.

The Audit and Risk Committee fulfils a dual function – an Audit Committee and a Risk Committee. Internal Audit conducts regular and full assessments of the risk management function and framework. The committee is satisfied with the effectiveness of its oversight on the governance of risk in the GPL.



6 Fraud and corruption

The GPL continued to implement the adopted Fraud Risk Management Framework and Policy and has also developed a Fraud Risk Management Plan during the reporting period. Progress on the implementation of the Fraud Risk Management Plan was monitored throughout the period and reported, on a quarterly basis, to all oversight structures, which include the Risk Management Committee, Audit and Risk Committee as well as the Legislature Services Board. A fraud risk assessment was also conducted during the period and management has identified risk mitigation plans to reduce the risk of fraud and corruption at the legislature. Management is responsible for detecting fraud, theft and other irregularities. Each member of the management team should be familiar with the types of improprieties that might occur within his or her area of responsibility and be alert for any indication of irregularity.

The GPL expects its employees to conduct all aspects of business with the highest level of professionalism and excellence, in line with the established institutional values and Code of Conduct. The Anti-Fraud and Corruption Hotline, which is administered by the Public Service Commission (PSC), remained operational during the period under review. Additionally, the GPL has created a link on its official website which can also be utilised as another platform to report fraud and corruption. Members, staff, service providers and the public are continuously encouraged to utilise the hotline number to report possible or alleged incidents of fraud or corruption. Whistle blowers have the option to remain anonymous and are protected in terms of the Protected Disclosures Act, (Act 26 of 2000). There were no cases reported through the Anti-fraud and Corruption hotline. When such cases get reported, these are forwarded to the GPL's Accounting Officer for further investigation. It is an accepted fact that no matter how stringent fraud prevention measures within an organisation are, there is no guarantee that fraud and unethical behaviour will not occur.

During the period under review, no cases of fraud were reported through any of the channels made available to staff as well as the public. These channels include the Public Service Commission (PSC), which administers the fraud hotline on behalf of public institutions; a link on the GPL website as well as direct reporting to the Office of the Speaker. The GPL remains committed to the highest standards of openness and accountability. An important aspect of

accountability and transparency is a mechanism to enable staff to report concerns in a responsible and effective manner. Where an individual may be aware of or discovers information which he/she believes shows serious malpractice, suspicious fraud or wrongdoing within the institution, then this information should be disclosed internally or to the PSC without fear of reprisal. Quarterly reports on fraud and corruption indicating NIL cases of fraud for the year under review were received from the PSC and subsequently presented to the Audit and Risk Committee.

7 Minimising conflict of interest

The approved GPL Code of Conduct and Ethics Framework requires that senior managers and staff declare their financial interests and execute their duties in accordance with the ethical and professional standards of the GPL. The staff declared their financial interests electronically through the SAP ESS/MSS system (e-Disclosure). This system supports the completion of an electronic disclosure template which enhances the monitoring and evaluation of employee disclosures. Once all the disclosures have been submitted, follow-ups were made by the Office of the Integrity Commissioner to verify any potential conflicts and ultimately follow through with the implicated officials, where necessary.

8 Code of Conduct

The Gauteng Provincial Legislature (GPL) implements the Code of Conduct which outlines the minimum ethical standards of behaviour that South Africans expect of their elected representatives, including upholding propriety, integrity and ethical values in their conduct. The Code of Conduct aims to foster a culture of a high degree of ethical conduct by Members of the Provincial Legislature (MPLs) and to ensure that they do not place themselves in positions that conflict with their responsibilities as public representatives.

In terms of Part 4(20)(3) of the Code, MPLs are required to disclose their registrable interests within 30 days after the Official Opening of the Legislature or after being appointed as Members. All the Members have complied in terms of deadline and declaring their interests. The

Register of Members' Interests for 2021/2022 has been printed and copies were placed at the GPL Library for viewing by all interested parties, including the media or any member of the public.

The Code of Conduct and Ethics Framework for GPL staff members is a standard guide for professionalism and self-regulation. The framework serves as a code of good practice and a guide on expected conduct. It provides for a set of values to guide the conduct of employees when discharging their responsibilities. The framework is used to regulate potential conflict of interests and provides guidelines for the disclosure of financial and other interests.

At the beginning of each financial year, i.e. April, staff members complete their declaration of interests in accordance with the framework through the e-disclosure system. **To enhance compliance in the period under review, the following initiatives were implemented:**

- (a) awareness creation,
- (b) e-disclosure technical support; and
- (c) continuous monitoring and scrutiny through independent auditing processes.

9 Health, safety and environmental issues

The GPL complies with all relevant legislation, particularly, the Occupational Health and Safety (OHS) Act, 85 of 1993. The said Act provides guidance on how to provide a conducive and safe working environment for employees and people doing business with the Gauteng Provincial Legislature. Most of the interventions implemented in this reporting period were aimed at increasing the minimum level of compliance with the provisions of the Health and Safety Act and its regulations. The provisions of this legislative framework seek to promote, stimulate and encourage high standards of health and safety at work. This includes monitoring risks in the workplace, addressing reported incidents, and raising awareness and responsibility among employees around serious diseases.

Efforts have been made and maintained to ensure user-friendly access to the building for people living with disabilities. The GPL has a functional Health and Safety Committee which conducts monthly and quarterly inspections to ensure that the GPL complies

with the prescribed regulations. The committee meets quarterly to deliberate on its findings and make recommendations to the GPL through reports presented in the Risk Management Committee.

All health and safety representatives and first aiders have been trained in health and safety responsibilities. The hygiene issues that have been experienced by the GPL are being addressed by the Building and Maintenance Unit, and implementation is being monitored on an ongoing basis.

In terms of fire compliance, the current system in place is sufficient for a first-time response in cases of emergency. There is room for improvement, and plans to upgrade the fire detection system are underway. The plans to extend fire compliance to the City Hall are being rolled out. An emergency response awareness raising, which was endorsed by the City of Johannesburg Disaster Management, was conducted to ensure continuous awareness.

In the current financial year, a total of two injuries on duty have been reported with no fatalities. One injury was within the GPL precinct and the other was outside the precinct. All employees were treated as outpatients.

All COVID-19 protocols were implemented accordingly and are constantly being monitored and reviewed as the need arises. **There is continuous support to the COVID-19 Committee, including distribution of personal protective equipment.**



The GPL has a resident Occupational Health Nurse and it sourced out the services of the Occupational Medical Practitioner.





10 Oversight Committee on the Premier's Office and the Legislature (OCPOL)



HON BONGINKOSI DHLAMINI
Chairperson of the Oversight Committee on the Premier's
Office and the Legislature

During this reporting period, the GPL participated in all the meetings where it was invited to appear before OCPOL, where questions were raised. These were addressed at the meetings and in some instances, written responses were provided to the committee. The table below provides a high-level summary of matters raised by the Chairperson and other Members, and these were addressed:



Details	Response by the GPL
Questions emanating from the Quarter 1 Performance Report of the 2021/2022 FY	
<p>GPL is to provide responses to the following:</p> <ul style="list-style-type: none">» Reasons for the non-achievement of four non-financial targets.» Update on plans to expedite insourcing of security officers and payment of pay progression of 2019/2020.» Provide plan to be put in place to ensure spending of allocated resources, including curbing spending of approved unfunded expenditures.» Appraise the committee on payment of invoices within stipulated timeframes.	<p>Responses were provided to the committee through quarterly reports and at respective meetings.</p>
Questions emanating from the Quarter 2 Performance Report of the 2021/2022 FY	
<p>Provide reasons on the following:</p> <ul style="list-style-type: none">» Overspending due to posting of the 13th cheque for employees in the bargaining unit in April is only reflecting in Quarter 2.» Underspending on the PPP and Communication Strategy, as well as the capital assets classification's allocated budget» Performance at only 63% of planned targets for the quarter» Non-achievement of BBBEE targets on youth and PwDs <p>Provide reports on the following:</p> <ul style="list-style-type: none">» Procured services from township enterprises» targeted spending on entities owned by military veterans during the quarter under review.	<p>Reasons were provided to the committee and reports on listed items.</p>

Details	Response by the GPL
Questions emanated from annual report of the 2020/2021 FY	
<p>Provide responses to the following:</p> <ul style="list-style-type: none"> » How the GPL plans to ensure achievement of all planned targets given uncertainty of the current environment. » How effective are both internal controls and risk mitigating plans of the institution in light of reported irregular and wasteful expenditure. » How the performance bonuses and leave encashments to SMS were determined. » Plans to expedite filling of vacancies, including timelines in light of underspending under personnel classification. » Progress report on the OD as it also contributed to budget underspending. 	<p>Responses on planned achievement, payment to SMS as well as filling of vacancies and OD report were provided.</p>
Questions emanated from the Quarter 3 report of the 2020/2021 FY	
<p>Provide reasons:</p> <ul style="list-style-type: none"> » Not filling 2% of posts that result in underspending. » Underachievement of the Communications and PPP Strategy once more. » Attaining only 58% of planned targets. » Explain the Presiding Officers' community outreach project funding model. 	<p>Explanations provided on underperformance, underspending and funding model.</p>
Resolutions on the Quarter 3 oversight report of the 2020/2021 FY	
<p>Provide progress reports on the following:</p> <ul style="list-style-type: none"> » Commitment by the Director-General and Municipal Managers to work with the GPL on petitions' backlog. » Assessment exercise on LIMS which is currently in progress to evaluate all business solutions in the institution. <p>Detailed report on:</p> <ul style="list-style-type: none"> » Consequential management put in place for non-submission of responses to House resolutions. » Corrective measures put in place to avoid identified risk areas with regard to supply chain management and IT/technology. 	<p>Progress reports on petition backlog, LIMS, non-submission of House resolutions and IT risks provided to committee.</p>





Details	Response by the GPL
Questions emanating from the Quarter 4 performance report of the 2020/2021 FY and Budget Vote 2 of the 2020/2021 FY	
<p>Provide reasons for the following:</p> <ul style="list-style-type: none">» GPL attaining only 70% of planned targets against a budget spent of 71%.» Non-achievement of planned targets <p>How much did the GPL not spend in the last financial year (2020/2021) and how is this money going to be incorporated into the budget of this financial year?</p> <p>Provide the committee with a progress report on the security insourcing project and why they are budgeted under capital assets and not under Human Resources.</p> <p>Provide an update on the OD Review Exercise and what the current status is in light of the budget cuts under compensation of employees pending the conclusion of this project.</p> <p>Furthermore, please elaborate on OD Review Exercise:</p> <ul style="list-style-type: none">» What are the intended milestones that the project has not touched on in its current form and what extension of the scope of this project entails going forward until completion?» When the GPL envisages this project be completed?» How the GPL intends to appraise employees considering the frozen benefits to ensure smooth completion of this project? <p>What comprehensive plan will the GPL put in place that will ensure that the presented budget will address issues as raised by Members of the committee previously about the state of cleanliness in the Main Building and the precinct?</p>	<p>Detailed responses elaborating on the OD exercise, budget on state of the building as well as underachievement of targets was provided to the committee</p>

11 SCOPA

The table below shows an overview of resolutions raised by the Chairperson and other Members of SCOPA during the period under review. It should be noted that the due dates for all these resolutions are in the next reporting period at which time they would have been resolved.

Details	Response by the GPL	Resolved
The GPL must submit progress the following:		
Report on lawsuits reported for the period to 31 March 2021 by 31 January 2022 and a quarterly progress report continuing up until finalisation thereof.	Required reports, plans and action plans with the required detail were submitted to the committee within set timeframes. In instances where ongoing monitoring and progress is required, such information will be submitted as such.	Yes
Report on disbursement of the late Member's funds by 31 January 2022 and a quarterly progress report continuing up until finalisation thereof		Yes
Report on finalisation of contracts affected by COVID-19 Lockdown by 28 February 2022 and a quarterly progress report continuing up until finalisation thereof.		Yes
Plan to prevent the occurrence of irregular expenditure, by 31 January 2022. This plan must include the assessment of its effect in the 2021/22 financial year		Yes

Details	Response by the GPL	Resolved
Plan to investigate and reduce the irregular expenditure accumulated over years by 31 January 2022. Progress on the implementation of the plan must be submitted on a quarterly basis up until the end of June 2022.		Yes
Audit action plan indicating each area of finding by the AGSA in the 2020/21 FY; Plans to address the area of findings; and time frames for implementation by 31 January 2022.		Yes
Progress made in the implementation of its audit action plan by 31 January 2022 and every quarter thereafter until all resolutions are resolved		Yes
The GPL must undertake the following: intensify performance and consequence management processes to eliminate findings on fruitless and wasteful expenditure and must submit its plan detailing its adherence and compliance to the requirements of all applicable legislation to ensure that effective measures are implemented by 31 January 2022 and a quarterly progress report continuing up until the end of June 2022.	Systems were put in place to strengthen internal control systems and ongoing monitoring of such.	Ongoing

12 Prior modifications to audit reports

Nature of qualification, disclaimer, adverse opinion and matters of non-compliance	Financial year in which it first arose	Progress made in clearing/resolving the matter
N/A, Clean audit opinion achieved	2012/2013	N/A
N/A, Clean audit opinion achieved	2013/2014	N/A
N/A, Clean audit opinion achieved	2014/2015	N/A
N/A, Clean audit opinion achieved	2015/2016	N/A
N/A, Clean audit opinion achieved	2016/2017	N/A
N/A, Clean audit opinion achieved	2017/2018	N/A
Unqualified audit opinion with matter of non-compliance	2018/2019	<ul style="list-style-type: none"> » Adjustments to Annual Financial Statements (AFS) » Management has implemented the necessary control to ensure completeness and accuracy of the AFS. » Deviation from the procurement processes » The identified weaknesses were addressed through the SCM Policy. The policy was approved during the reporting period. » Management has analysed and investigated deviations from procurement processes in order to implement consequence management.
N/A, Clean audit opinion achieved	2019/2020	N/A
N/A, Clean audit opinion achieved	2020/2021	N/A
N/A, Clean audit opinion achieved	2021/2022	N/A



13 Internal Control Unit

The GPL, in conjunction with the internal auditors, assessed the adequacy and effectiveness of internal controls in line with the planned audit activities during the year under review and will continue to do so in the subsequent years. The internal auditors provide the Audit and Risk Committee and management with reasonable assurance as to whether the existing internal controls remain adequate, appropriate and effective, and recommend the necessary improvements, where appropriate. This is achieved by means of the risk management process, implementation of the internal audit plan, identification of corrective actions and recommending enhancements to the controls and processes. Where controls are inadequate, enhancements to the controls are recommended and management is given sufficient time to embed the enhanced controls prior to the next review.

The Internal Audit function provided a written assessment on the effectiveness of internal controls and internal financial controls to the ARC for noting by the LSB. For the year under review, there were no material breakdowns in internal controls, including internal financial controls, corporate governance, risk management and in maintaining effective control systems except for the ICT. The committee considers significant control deficiencies, if any, as raised by management and the internal and external auditors, and reports its findings to the Board. Where weaknesses are identified, the committee ensures that management takes appropriate action.

14 Audit and Risk Committee

The table below discloses relevant information on the Audit and Risk Committee members:

Name	Qualifications	If internal, position in the GPL	Date appointed	Date resigned
Dr Nandipha Siwahla-Madiba (Chairperson)	B. Compt Hons, MSc Fin Management (Part1), MBA (UK) , MBA (US), CD(SA), PhD (Magna Cum Laude), DBA (Current candidature)	N/A	1/12/2016 and 10/10/2019 (re-appointed)	N/A
Mr Victor Nondabula	MBA - Finance and International Business	N/A	2/6/2017 and 05/12/2019 (re-appointed)	N/A

The role of the committee

- » Assists the LSB in discharging its duties relating to the safeguarding of assets and evaluation of internal control enhancement plans.
- » Leads the risk management process, which includes risk identification, assessment, monitoring and review.
- » Evaluates and assesses the adequacy and effectiveness of the established accounting, financial, compliance and other internal control systems.
- » Considers the internal and external audit processes and the accounting principles and ensures compliance with policies to ensure independence and effective communication.
- » Oversees the adequacy and integrity of information reported in the integrated annual report of the GPL.
- » Carries out other functions as the LSB may request from time to time.

The processes to fill the vacancy for the third ARC member were underway at the end of the financial year and are anticipated to be finalised by the end of quarter 1 of 2022/2023.







15 Transversal Mainstreaming



HON THOKO ZILE MAGAGULA
Chairperson of the GPL Multi-Party Women's Caucus

The GPL has taken a comprehensive transversal mainstreaming (TM) approach to mainstream cross-cutting issues of gender, race, disability and youth in the institution. Through TM, the GPL strives to strengthen its governance principles in the execution of its administration duties and constitutional mandates. It also promotes the provision of inclusive and equitable, thereby improving the lives of the poor in Gauteng.



The following is a summary of the initiatives that were undertaken in the reporting period:

15.1 Multi-Party Women's Caucus

The Gauteng Legislature Multi-Party Women's Caucus (MPWC) undertook various initiatives as will be discussed herein. These included a two-day hybrid strategic planning session to reflect on the achievements made and develop its programme of action (PoA) for the next reporting period. The session united female Members of the Legislature from across party lines, as well as some MECs and municipal representatives and officials. Other key stakeholders including the Department of Women, Commission on Gender Equality, the ITCILO and the private sector stakeholders shared insights on TM matters and existing mechanisms for addressing such, and to inspire relevant planning.

The session confirmed that the MPWC's focus areas remain, to:

- » increase women representation, interests and involvement in the legislature;
- » engage in development and empowerment of women;
- » improve monitoring of implementation of national, regional and international instruments; and
- » reduce social, cultural and religious practices that are harmful to women.

Progress made in the implementation of MPWC's initiatives, aligned to the National Strategic Plan on GBVF pillars, was deliberated on. The session also confirmed a programme of action to be implemented, starting in the new reporting period, to address key TM issues.

Recommendations were made on the following:

- » How the GPL can positively impact on both men and women as part of transversal mainstreaming, utilising platforms such as joint age, generation, and

gender mix initiatives with the Men's Forum, as well as provide positive role modelling in initiatives such as mother/daughter camps.

- » On the question of cyber-bullying especially on whether social media is gender blind, targeted training sessions for the MPWC were seen as one of the key risk mitigations to be conducted in the next year.
- » The forum confirmed that there is a need for sufficient support structures for both appointed and elected women MPLs in the GPL to discharge their mandate in an efficient and effective manner. This included advocacy programmes for consideration; through debates and asking pertinent questions.
- » Re-introduction of a committee to address and strengthen oversight on GEYODI-R matters was recommended. This will also be an initiative to realistically inculcate gender-responsive budgeting into the work of the legislature and to form the basis for sustainable mindset shift.

15.2 Transversal Mainstreaming Training

The TM Training Programme supports the achievement of the GPL Strategic Outcome 5: Enhanced compliance with relevant fiduciary requirements and principles of good governance. A total of five transversal mainstreaming capacity building sessions were implemented in the period under review. These training reached a total of 111 participants. Of this number, 106 participants were staff members and the remaining five were Members of the Provincial Legislature.

Due to the COVID-19 restrictions, training was conducted virtually at the beginning of the year but as the regulations were relaxed towards the latter part of the year, more face-to-face sessions were conducted, including the one-week training session that took place at the ITCILO.

This training was a build-up on the training that was conducted and successfully completed by 26 candidates in 2020 but had to be rescheduled to align with COVID-19 requirements. The main focus of this training was to assist Members and staff to consolidate their proficiency on gender-responsive budgeting (GRB), to better support transversal mainstreaming in the course of discharging the GPL constitutional mandate.

The recommendations which emanated from these online training sessions included pivotal improvements required to further cascade and operationalise TM within the GPL structures and House committees. Some of these improvements include the development of the institutional gender, youth, disability and race (GEYDODI- R) targets; focus on GEYODI-R budgeting, reporting on GEYODI-R expenditure and general improvement in the coordination of TM which will include development of reporting templates.

15.3 Vita Basadi Awards

The Gauteng Legislature's Annual Vita Basadi Awards, an initiative of the Multiparty Women's Caucus (MPWC), is part of the institution's celebration of Gauteng women who do unique and often voluntary community work with little or no resources. Through these awards, the legislature acknowledges and recognises women who continue to empower their communities, by initiating income-generating projects in their communities as well as providing community services to those in need from their personal initiative and commitment.

In this reporting period, the 7th Vita Basadi Awards ceremony was held on 9 December 2021 at the Brixton Multi-Purpose Centre. The GPL received over 300 nominations for eight categories of awards, with 18 women receiving awards.



15.4 Advocacy and Stakeholder Engagement

To promote an ongoing dialogue, advocacy, awareness raising and information sharing both internally, in the legislative sector and amongst private strategic partners, the GPL engaged stakeholders through various initiatives:

- » The Honourable Speaker of the GPL, through the Multi-Party Women's Caucus, led a panel discussion at the Standard Bank Top Women Conference that took place on 6 and 7 October 2021.
- » The launch of the 16 Days of Activism of No Violence against Women and Children Campaign was led by Honourable Kekana.
- » Sanitary pads drive.

15.5 Measures taken to facilitate transversal mainstreaming in the GPL

In addition to the capacity development and advocacy efforts implemented to facilitate transversal mainstreaming in the work of the GPL, ongoing analyses of institutional reports are conducted to measure progress. The offshoot of the TM training sessions was the need to further cascade TM information to all within the institution. This gave birth to the TM Tuesdays concept, that further unpacked the concept of TM and subject matter around GEYODI- R (gender, youth, persons with disabilities and race). Therefore, TM relevant content was developed and published every Tuesday through the Internal Communications email platform of the institution. Each week focused on a specific topic. For instance, in the area of disability, the focus was on Blind Week and we focused on the 16 Days of Activism Campaign in addressing gender issues. The content was educational, thought provoking and relevant. Furthermore, to make the content interactive, a competition was held where questions were posed and directed to a particular TM Tuesday Issue. These were directed to all within the institution where prizes of branded GPL merchandise were won by entrants.



16 Report of the Audit and Risk Committee



DR NANDIPHA SIWAHLA-MADIBA
Chairperson of the Audit Committee

The Audit and Risk Committee (ARC) is pleased to present its report for the financial year ended 31 March 2022. The report has been prepared in accordance with the Financial Management of Parliament and Provincial Legislatures Act (FMPPLA).



16.1 Audit & Risk Committee Responsibility

The Audit and Risk Committee reports that it has complied with its responsibilities arising from Section 48 of the Financial Management of Parliament and Provincial Legislatures Act. It also reports that it has regulated its affairs in compliance with its Charter and has discharged all its responsibilities as contained therein.

16.2 The Effectiveness of Internal Control

The ARC reviewed and approved the annual Internal Audit Charter, and a risk-based Internal Audit Plan, which encompasses a three-year Rolling Plan, and an annual plan. It also evaluated the independence, effectiveness and performance of the Internal Audit department and compliance with its charter and the approved audit plan.

The ARC's review of the findings of the Internal Audit work as per the approved annual Internal Audit Operational Plan, which was based on the risk assessments conducted in the Gauteng Provincial legislature (GPL), revealed certain ineffective controls and inadequacies, which were then raised with the GPL management for further enhancement of internal controls. The reported findings were monitored through the tracking register and reported to the Risk Management Committee (RMC), ARC as well as to the Legislature Services Board (LSB).

The following internal audit work was conducted and completed during the year under review:

- » Audit of Predetermined Objectives Q1 – Q4
- » Annual Performance Report 2021 – 2022
- » Draft Annual Performance Plan 2022 – 2023
- » Corporate Support Services – Information Communications Technology Network Security Review
- » Corporate Support Services – Institutional Support Services Review: Human Resources
- » » Corporate Support Services – Members Affairs Review
- » Core Business – Communications, Public Participation and Petitions Review
- » » Office of the Chief Financial Officer (CFO) – Finance Review
- » Office of the CFO – Asset Management Review
- » Office of the CFO – Supply Chain Management Review

Based on the work performed, Internal Audit concluded that the internal control environment of the GPL was overall satisfactory with some areas that required some improvement.

16.3 Risk Management

The Audit and Risk Committee considered quarterly Risk Management Committee Reports, highlighting the risks identified throughout the institution and management's mitigation processes thereof. The Strategic Risk

Register for the 2021/2022 period was considered and recommended to the LSB for adoption whereafter the ARC monitored the implementation of mitigating action plans on a quarterly basis. The committee reviewed the implementation of the combined assurance, considered quarterly reports on the progress made in enhancing maturity of the Combined Assurance Concept, and recommended improvements thereof, while commending management for the reports which are reflective of their commitment to the concept of combined assurance.

16.4 Performance Management

The Audit and Risk Committee monitored implementation of the GPL's Annual Performance Plan to ultimately achieve the institution's strategic objectives and delivering on its mandate.

16.5 In-Year Management and Quarterly Report

The GPL Management reported monthly and quarterly to the ARC and the Executive Authority as required by the FMPPLA. The ARC is satisfied with the content and quality of quarterly reports prepared and issued by the Accounting Officer of the GPL during the year under review.

16.6 Evaluation of Financial Statements

The committee reviewed the annual financial statements prepared by the GPL to be included in the annual report. It considered the Auditor-General of South Africa's management report and management's response related thereto as well as the final audit report.

The ARC met with the Auditor-General of South Africa (AGSA) to ensure that there are no unresolved matters. The committee satisfied itself that the AGSA is independent of the entity and has demonstrated a high level of professionalism and integrity in engaging with

17 BBBEE compliance performance information

management and the Audit Committee during the audit. The Audit and Risk Committee concurs with and accepts the Auditor-General of South Africa's report on the annual financial statements and is of the opinion that the 2021/2022 audited Annual Financial Statements should be accepted and read together with the report of the Auditor-General of South Africa.

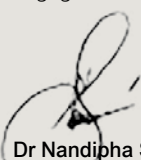
16.7 Auditor General's Report

The committee had reviewed the GPL's audit strategy and implementation plan for audit issues raised in the previous year and is satisfied that all matters were adequately addressed. It also noted the external auditors' recommended areas of improvements to the audited annual financial statements and internal control systems, and was satisfied that these were not material and that management is committed to strengthening controls.

The Audit Committee concurs and accepts the conclusions of the Auditor-General South Africa on the annual financial statements and is of the opinion that the audited annual financial statements be accepted and read together with the report of the Auditor-General South Africa.

16.8 Appreciation

The Audit and Risk Committee would like to express its appreciation to the GPL's Executive Authority, LSB, Accounting Officer, Management, Internal Audit, the AGSA and all other role players for the robust and constructive engagements held in making this process a success.



Dr Nandipha Siwahla-Madiba CD(SA), Ph.D
Chairperson of the Audit and Risk Committee
25 August 2022

The following table has been completed in accordance with the compliance to the BBBEE requirements of the BBBEE Act of 2013 and as determined by the Department of Trade and Industry.

”

Has the Department / Public Entity applied any relevant Code of Good Practice (B-BBEE Certificate Levels 1 – 8) with regards to the following:

Criteria	Response Yes / No	Discussion (include a discussion on your response and indicate what measures have been taken to comply)
Determining qualification criteria for the issuing of licences, concessions or other authorisations in respect of economic activity in terms of any law?	N/A	
Developing and implementing a preferential procurement policy?	Yes	The GPL has an approved Preferential Procurement Policy and it is implemented through the preferential procurement targets aimed at the advancement of persons or categories of persons disadvantaged by unfair discrimination, i.e. PwDs, women, youth and township economy.
Determining qualification criteria for the sale of state-owned enterprises?	N/A	
Developing criteria for entering into partnerships with the private sector?	N/A	
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment?	N/A	



Human resources remain relevant in driving the strategic posture of the institution and contributes immensely towards delivery standards in line with the GPL's Five-Year Strategy.





HUMAN RESOURCE MANAGEMENT

*Following up on our commitments,
making your future work better*

HUMAN RESOURCE MANAGEMENT

1 Introduction

The legislative framework considers, but not limited to, the following pieces of legislation:

- » Skills Development Act 97 of 2008
- » South African Qualifications Authority Act 58 of 1995
- » Employment Equity Act 55 of 1998
- » Basic Conditions of Employment Act 75 of 1997
- » Labour Relations Act 66 of 1995
- » Occupational Health and Safety Act 85 of 1993
- » Unemployment Contributions Act 4 of 2002
- » Compensation for Occupational Injuries and Diseases Act 130 of 1993
- » Remuneration of Public Office Bearers Act (Act 20 of 1998): Determination of the upper limit of salaries and allowances of Premiers, Members of the Executive Council and Members of the Provincial Legislature.

2 Overview of human resources

Human resources remain relevant in driving the strategic posture of the institution and contributes immensely towards delivery standards in line with the GPL's Five-Year Strategy. The following areas have been singled out as key drivers and are discussed in depth below.

2.1 The status of human resources in the GPL

In this reporting period, the GPL's staff complement remained stable with a vacancy rate of 14% as at 31 March 2022. COVID-19 has changed the way we conduct business. The GPL, like many other institutions across the globe, could not do business as usual. It had to adapt to new ways of operations, characterised by work-from-home arrangements and virtual meetings. These reforms contributed to driving a digital mindset and culture, and this created a trajectory on gradual recovery and the ability to thrive throughout the different phases of COVID-19. This culminated into the hybrid business strategy being employed which continues to improve.

2.2 Human resource priorities for the year under review and the impact thereof

The GPL continues to improve its processes through the Business Process Mapping project, providing a framework to craft the macro and microstructures of the organisation. Level 3 business process mapping is due for completion in Quarter 1 of 2022/2023. This journey is envisaged to see the HR Strategic Implementation Plan being rolled out in the following areas: a revised organisational structure, improved business processes, implementation of the Institutional Balanced Scorecard, improved internal controls on records and payroll management, job profiling and evaluation, training needs analysis/skills audit and reskilling of employees, creation and maintenance of a skills portal, implementation of leadership initiatives focusing on coaching and mentoring, policy review, and a revised salary payment structure with the intention to increase effectiveness of the GPL towards successful achievement of organisational goals.

2.3 Employee performance management

Performance management in the institution is governed by the Integrated Performance Management System (IPMS) Policy, 2017, which came into operation on 1 April 2018. Performance management is monitored through a balanced scorecard in line with this policy framework. Employees signed their performance agreements for the year under review. These agreements are aligned to the business and/or programme outputs as well as employees' individual job outputs as outlined in their job profiles.

The 2018/2019, 2019/2020 and the 2020/2021 IPMS backlogs were cleared and rewards were implemented to qualifying employees during quarters 3 and 4 of the 2021/2022 financial year. Quarterly performance reviews were conducted and submitted to the Human Resource Development Unit. The Programme Moderating Committee and Institutional Moderating Committee meetings were held for validation and consideration. The role of management is to ensure that performance outputs focus on tangible deliverables for each employee to ensure that the institution is geared towards the delivery of its goals.

2.4 Salary Negotiation and Substantive Agreements

The 2021/2022 wage agreement was signed at the Centralised Bargaining Forum level and implemented across the legislative sector in January 2022 retrospectively. The GPL is thrilled to be part of the establishment and remain resolute to provide meaningful input for the fast development of the sector.

The partnership with recognised union, which is NEHAWU, remains intact despite the dissolution of NEHAWU Branch Executive Committee. The GPL subscribes to the philosophy of having a present and strong labour movement in the workplace, as this gives validity and quality of the robust engagements, which ensue in the employee/employer consultative structures. The GPL will continue to support organised labour until the branch elects its leadership.

2.5 Workforce Planning

The legislature's Workplace Skills Development Plan is reviewed periodically, and this happened at the beginning of this reporting period. In line with the approved plan, the Human Resource Development Unit drafted an annual training schedule and individual development plans, with corresponding budgets for staff as well as for each business unit.





All appointments were made in terms of the set qualification criteria and strict adherence is maintained. There are fifteen (15) executive directors and senior managers who were appointed between July 2021 and January 2022. An induction programme was conducted during January 2022, to orientate the new appointees into the GPL environment. There are also few vacant positions that were put on hold pending the completion of the Organisational Development Project.

2.6 Employee Wellness Programme

The legislature has a holistic Employee Wellness Plan and Programme in place, aimed at achieving a balance between work and personal life for Members and staff alike. A service provider, ICAS, was contracted in May 2021 to provide applicable services to the internal stakeholders throughout the pandemic. The monthly utilisation reports have shown that Members and staff are using the services.

The psychosocial framework was developed, and the rollout plan will be implemented in the 2022/2023 financial year.



3 Human resource statistics

3.1 Personnel Related Expenditure

Table 3.1.1 Personnel expenditure by programme

Programme	Total Expenditure	Personnel Expenditure	Training Expenditure	Professional and Special Services	Personnel Expenditure as a % of total expenditure	Average personnel cost per employee
(R'000)						
Programme 1	22,192	21,807	23	362	6%	872
Programme 2	19,698	15,076	110	4,574	4%	1256
Programme 3	87,358	84,683	159	2,608	24%	623
Programme 4	184,744	183,990	814	550	51%	829
Programme 5	43,290	42,424	18	848	12%	884
Total	357,282	347,980	1,124	8,942	97%	786

Table 3.1.2 Personnel costs by salary band

Salary band	Personnel Expenditure	% of total personnel cost	No. of employees	Average personnel cost per employee
(R'000)				
Leadership (P1 – P3)	2,854	0.82%	1	2,854
Senior Management (P4 – P5)	30,500	8.76%	25	1,220
Management (P6 – P7)	44,398	12.76%	35	1,269
Professionals and technical workers (P8 – P10)	169,447	48.69%	183	926
Support Workers (P11 – P16)	95,715	27.51%	189	506
Contractors	5,066	1.46%	10	507
Total	347,980	100.00%	443	7,281

Table 3.1.3 Salaries, Overtime, Homeowners Allowance and Medical Aid by programme

Programme	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount	Salaries as a % of personnel costs	Amount	Overtime as a % of personnel costs	Amount	HOA as a % of personnel costs	Amount	Medical aid as a % of personnel costs
(R'000)								
Programme 1	20,450	93.78%	-	0%	-	0%	-	0%
Programme 2	12,453	82.60%	-	0%	-	0%	-	0%
Programme 3	77,373	91.37%	-	0%	-	0%	-	0%
Programme 4	161,751	87.91%	-	0%	-	0%	-	0%
Programme 5	37,501	88.40%	-	0%	-	0%	-	0%
Total	309,528	88.95%	-	0%	-	0%	-	0%

Table 3.1.4 Salaries, Overtime, Homeowners Allowance and Medical Aid by salary band

Salary Bands	Salaries		Homeowners Allowance		Overtime		Medical Aid	
	Amount	Salaries as a % of personnel costs	Amount	Overtime as a % of personnel costs	Amount	HOA as a % of personnel costs	Amount	Medical aid as a % of personnel costs
(R'000)								
Leadership (P1 – P3)	2,531	0.73%	-	0.0%	-	-	-	-
Senior Management (P4 – P5)	25,179	7.24%	-	0.0%	-	-	-	-
Management (P6 – P7)	40,718	11.70%	-	0.0%	-	-	-	-
Professionals and technical workers (P8 – P10)	151,634	43.58%	-	0.0%	-	-	-	-
Support Workers (P11 – P16)	84,584	24.31%	-	0.0%	-	-	-	-
Contractors	4,882	1.40%	-	0.0%	-	-	-	-
Total	309,528	88.95%	-	0.0%	-	-	-	-



3.2 Employment and Vacancies

The following tables summarise the number of posts on the establishment, the number of employees, the vacancy rate, and whether there are any staff that are additional to the establishment. This information is presented in terms of three key variables, i.e. by programme, salary band and critical occupations. Institutions have identified critical occupations that need to be monitored. In terms of the current regulations, it is possible to create a post on the establishment that can be occupied by more than one employee. Therefore, the vacancy rate reflects the percentage of posts that are not filled.

Table 3.2.1 Employment and vacancies by programme

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Programme 1	24	20	17%	-3
Programme 2	17	12	29%	-3
Programme 3	146	130	11%	-6
Programme 4	239	217	9%	9
Programme 5	61	41	33%	1
Total	487	420	14%	-2

Table 3.2.2 Employment and vacancies by salary band

Salary band	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
Leadership (P1 – P3)	1	1	0%	0
Senior Management (P4 – P5)	17	15	12%	0
Management (P6 – P7)	39	30	23%	0
Professionals and technical workers (P8 – P10)	191	180	6%	1
Support Workers (P11 – P16)	193	186	4%	0
Contract Workers and Interns	46	8	83%	-3
Total	487	420	14%	-2

Table 3.2.3 Employment and vacancies by critical occupations

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate	Number of employees additional to the establishment
	0	0	0	0
	0	0	0	0
	0	0	0	0
Total	0	0	0	0

3.3 Job Evaluation

Within a nationally determined framework, an executing authority may evaluate or re-evaluate any job in his or her organisation. In terms of the regulations, all vacancies on salary levels 9 and higher must be evaluated before they are filled. The following table summarises the number of jobs that were evaluated during the year under review. It also provides statistics on the number of posts that were upgraded or downgraded.

Table 3.3.1 Job evaluation by salary band

Salary band	Number of posts on approved establishment	Number of jobs evaluated	% of posts evaluated by salary bands	Posts upgraded		Posts downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
Leadership (P1 – P3)	0	0	0	0	0	0	0
Senior Management (P4 – P5)	0	0	0	0	0	0	0
Management (P6 – P7)	0	0	0	0	0	0	0
Professionals & technical workers (P8 – 10)	0	0	0	0	0	0	0
Support Workers (P11 – P16)	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0

The following table provides a summary of the number of employees whose positions were upgraded due to their posts being upgraded. The number of employees might differ from the number of posts upgraded since not all employees are automatically absorbed into the new posts and some of the posts upgraded could also be vacant.

Table 3.3.2 Profile of employees whose positions were upgraded due to their posts being upgraded

Beneficiary	African	Asian	Coloured	White	Total
Female	0	0	0	0	0
Male	0	0	0	0	0
Total	0	0	0	0	0
Employees with disabilities	0	0	0	0	0

The following table summarises the number of cases where remuneration bands exceeded the grade determined by job evaluation. Reasons for the deviation are provided in each case.

Table 3.3.3 Employees with salary levels higher than those determined by job evaluation by occupation

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
0	0	0	0	0
Percentage of total employed	0	0	0	0

The following table summarises the beneficiaries of the above in terms of race, gender, and disability.



Table 3.3.4 Profile of employees who have salary levels higher than those determined by job evaluation

Beneficiary	African	Asian	Coloured	White	Total
Female	0	0	0	0	0
Male	0	0	0	0	0
Total	0	0	0	0	0
Employees with disabilities	0	0	0	0	0

Total number of employees whose remuneration exceeded the grade determined by job evaluation in 2021/2022

3.4 Employment changes

This section provides information on changes in employment over the financial year. Turnover rates provide an indication of trends in the employment profile of the legislature. The following tables provide a summary of turnover rates by salary band and critical occupations.

Table 3.4.1 Annual turnover rates by salary band

Salary Band	Number of employees at beginning of period: 1 April 2021 – 31 March 2022	Appointments and transfers into the legislature	Terminations and transfers out of the legislature	Turnover rate
Leadership (P1 – P3)	1	1	1	100%
Senior Management (P4 – P5)	16	10	10	63%
Management (P6 – P7)	33	3	5	15%
Professionals and technical workers (P8 – P10)	181	2	3	2%
Support Workers (P11 – P16)	188	1	3	2%
Contract Workers and Interns	10	0	4	40%
Total	429	17	26	6%

Table 3.4.2 Annual turnover rates by critical occupation

Critical Occupation	Number of employees at beginning of period: 1 April 2021 – 31 March 2022	Appointments and transfers into the legislature	Terminations and transfers out of the legislature	Turnover rate
	0	0	0	0
	0	0	0	0
Total	0	0	0	0

The table below identifies the major reasons why staff left the Legislature.

Table 3.4.3 Reasons why staff left the legislature

Termination Type	Number	% of Total Resignations
Death in service	3	10,71%
Resignation	6	21,43%
Expiry of contract	18	64,29%
Dismissal – operational changes	0	0,00%
Dismissal – misconduct	0	0,00%
Dismissal – inefficiency	0	0,00%
Discharged due to ill-health	0	0,00%
Retirement	1	3,57%
Transfer to other Public Service Legislatures	0	0,00%
Other	0	0,00%
Total	28	100,00%
Total number of employees who left as a % of total employment	5,75%	

Table 3.4.4 Promotions by critical occupation

Occupation	Employees on 1 April 2021	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
0	0	0	0	0	0
Total	0	0	0	0	0





Table 3.4.5 Promotions by salary band

Salary Band	Employees on 1 April 2021	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
Leadership (P1 – P3)	0	0	0	0	0
Senior Management (P4 – P5)	0	0	0	0	0
Management (P6 – P7)	0	0	0	0	0
Professionals and technical workers (P8 – P10)	0	0	0	0	0
Support Workers (P11 – P16)	0	0	0	0	0
Total	0	0	0	0	0
Employees with disabilities	0	0	0	0	0

3.5 Employment Equity

Table 3.5.1 Total number of employees (including employees with disabilities) in each of the following occupational categories as at 31 March 2022

Occupational category	Male					Female					Total
	African	Coloured	Indian	White	No. with Disability	African	Coloured	Indian	White	No. with Disability	
Leadership (P1 – P3)	1	0	0	0	1	0	0	0	0	0	1
Senior Management (P4 – P5)	4	0	3	0	0	7	0	1	0	0	15
Management (P6 – P7)	16	2	0	1	1	11	0	0	0	0	30
Professionals and technical workers (P8 – P10)	79	1	2	3	2	83	4	4	4	1	180
Support Workers (P11 – P16)	70	1	0	0	2	102	4	3	6	5	186
Contractors and Interns	3	0	0	0	0	5	0	0	0	0	8
Total	173	4	5	4	6	208	8	8	10	6	420
Employees with disabilities	6	0	0	0	6	3	0	2	1	6	12

Age	18 – 34	35 – 49	50 – 59	60 – 69	70+
Leadership (P1 – P3)	0	0	0	1	0
Senior Management (P4 – P5)	0	8	7	0	0
Management (P6 – P7)	1	15	13	1	0
Professionals and technical workers (P8 – P10)	14	130	28	8	0
Support Workers (P11 – P16)	23	112	44	7	0
Contractors and Interns	5	2	0	0	1
Total	43	267	92	17	1
Employees with disabilities	0	7	2	3	0

Table 3.5.2 Recruitment in 2021/2022

Occupational Band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Leadership (P1 – P3)	1	0	0	0	0	0	0	0	1
Senior Management (P4 – P5)	2	0	2	0	6	0	1	0	11
Management (P6 – P7)	1	0	0	0	2	0	0	0	3
Professionals and technical workers (P8-P10)	1	0	0	0	1	0	0	0	2
Support Workers (P11 – P16)	1	0	0	0	0	0	0	0	1
Total	6	0	2	0	9	0	1	0	18
Employees with disabilities	1	0	0	0	0	0	0	0	1

Age	18 – 34	35 – 49	50 – 59	60 – 69	70+
Leadership (P1 – P3)	0	0	0	1	0
Senior Management (P4 – P5)	0	6	5	0	0
Management (P6 – P7)	0	2	1		0
Professionals and technical workers (P8-P10)	0	2	0	0	0
Support Workers (P11 – P16)	1	0	0	0	0
Total	1	10	6	1	0
Employees with disabilities	0	0	0	1	0

Table 3.5.3 Promotions

Occupational Band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Leadership (P1 – P3)	0	0	0	0	0	0	0	0	0
Senior Management (P4 – P5)	0	0	0	0	0	0	0	0	0
Management (P6 – P7)	0	0	0	0	0	0	0	0	0
Professionals and technical workers (P8 – P10)	0	0	0	0	0	0	0	0	0
Support Workers (P11 – P16)	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Employees with disabilities	0	0	0	0	0	0	0	0	0

Age	18 – 34	35 – 49	50 – 59	60 – 69	70+
Leadership (P1 – P3)	0	0	0	0	0
Senior Management (P4 – P5)	0	0	0	0	0
Management (P6 – P7)	0	0	0	0	0
Professionals and technical workers (P8 – P10)	0	0	0	0	0
Support Workers (P11 – P16)	0	0	0	0	0
Total	0	0	0	0	0
Employees with disabilities	0	0	0	0	0



Table 3.5.4 Terminations

Occupational Band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Leadership (P1 – P3)	1	0	0	0	0	0	0	0	1
Senior Management (P4 – P5)	4	0	2	0	4	0	0	0	10
Management (P6 – P7)	0	1	0	0	3	1	0	0	5
Professionals and technical workers (P8 – P10)	2	0	0	0	1	0	0	0	3
Support Workers (P11 – P16)	1	0	0	0	2	0	0	0	3
Contractors	4	0	0	0	0	0	0	0	4
Total	12	1	2	0	10	1	0	0	26
Employees with disabilities	1	0	0	0	0	0	0	0	1

Table 3.5.5 Disciplinary action

Disciplinary action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
	1	0	0	0	2	0	0	0	3



Table 3.5.6 Skills Development: Training provided

Occupational Category	Number of employees as at 31 March 2022	Training provided within the reporting period			
		Tertiary qualifications	Learnerships	Skills programmes and other short courses	Total
Leadership (P1 – P3)	1	1	0	0	1
Senior Management (P4 – P5)	15	7	0	9	16
Management (P6 – P7)	30	2	0	23	25
Professionals and technical workers (P8 – P10)	180	15	0	147	162
Support Workers (P11 – P16)	186	5	0	143	148
Contractors / Interns	8	0	0	0	0
Total	420	30	0	322	352
Employees with disabilities	12	0	0	3	3

Trained Employees

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Leadership (P1 – P3)	0	0	0	0	0	0	0	0	0
Senior Management (P4 – P5)	2	0	2	0	5	0	0	0	9
Management (P6 – P7)	11	2	0	1	9	0	0	0	23
Professionals and technical workers (P8 – P10)	57	1	2	2	74	4	3	4	147
Support Workers (P11 – P16)	54	1	0	0	75	4	3	6	143
Total	124	4	4	3	163	8	6	10	322
Employees with disabilities	1	4	0	3	0	0	1	1	10

Age	18 – 34	35 – 49	50 – 59	60 – 69	70+
Leadership (P1 – P3)	0	0	3	0	0
Senior Management (P4 – P5)	0	6	9	1	0
Management (P6 – P7)	16	13	22	7	0
Professionals and technical workers (P8 – P10)	19	102	36	2	0
Support Workers (P11 – P16)	0	86	70	11	0
Total	35	207	140	21	0
Employees with disabilities	0	2	0	0	0



3.6 Performance Rewards

To encourage good performance, the legislature has granted the following performance rewards during the year under review. The information is presented in terms of race, gender, disability, salary bands and critical occupations.

Table 3.6.1 Performance rewards by race, gender, age and disability

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African, Male	5	6	83%	787	157
Asian, Male	3	3	100%	512	171
Coloured Male	1	1	100%	102	102
White Male	0	0	0%	-	0
African Female	11	11	100%	1,357	123
Asian Female	1	1	100%	63	63
Coloured Female	1	1	100%	136	136
White Female	0	0	0%	-	0
Total	22	23	96%	2,957	134
Employees with disabilities	0	1	0%	-	0

Age	18 – 34	35 – 49	50 – 59	60 – 69	70+
Number of beneficiaries	0	16	7	0	0
Number of employees	0	16	7	1	0
% of total within group	0%	100%	100%	0%	0%
Cost (R'000)	0	1892	1065	0	0
Average cost per employee	0	118	152	0	0
Total	0	1892	1065	0	0

Table 3.6.2 Performance rewards by salary band for personnel below Senior Management Service

Salary Band	Beneficiary Profile			Cost		
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	Total cost as a % of the total personnel expenditure
Leadership (P1 – P3)	0	1	0%	0	0	0.00%
Senior Management (P4 – P5)	16	15	107%	2214	138.375	7.26%
Management (P6 – P7)	6	30	20%	743	124	1.67%
Professionals and technical workers (P8 – P10)	0	180	0%	0	0	0.00%
Support Workers (P11 – P16)	0	186	0%	0	0	0.00%
Contractors and Interns	0	8	0%	0	0	0.00%
Total	22	420	5%	2957	262	8.93%

Table 3.6.3 Performance rewards by critical occupation

Critical Occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
	0	0	0	0	0
Total	0	0	0	0	0

Table 3.6.4 Performance related rewards (cash bonus), by salary band for Senior Management Service

Salary Band	Beneficiary Profile			Cost		
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	Total cost as a % of the total personnel expenditure
Band A	0	0	0%	0	-	0.00%
Band B (P05-06)	17	17	100%	2149	126	0.63%
Band C (P04)	5	5	100%	808	162	0.24%
Band D (P03)	0	1	0%	0	-	0.00%
Total	22	23	96%	2957	288	0.87%

3.7 Foreign Workers

The tables below summarise the employment of foreign nationals in the legislature in terms of salary band and major occupation.

Table 3.7.1 Foreign workers by salary band

Salary Band	01-Apr-21		31-Mar-22		Change	
	Number	% of total	Number	% of total	Number	% Change
Leadership (P1 – P3)	0	0%	0	0%	0	0%
Senior Management (P4 – P5)	0	0%	0	0%	0	0%
Management (P6 – P7)	2	50%	2	50%	0	0%
Professionals and technical workers (P8 – P10)	1	25%	1	25%	0	0%
Support workers (P11 – P16)	1	25%	1	25%	0	0%
Total	4	100%	4	100%	0	0%
Employees with disabilities	0	0%	0	0%	0	0%

Table 3.7.2 Foreign workers by major occupation

Major Occupation	01 April 2021		31 March 2021		Change	
	Number	% of total	Number	% of total	Number	% Change
	0	0	0	0	0	0
	0	0	0	0	0	0



3.8 Leave utilisation

The Public Service Commission identified the need for careful monitoring of sick leave within the public service. The following tables provide an indication of the use of sick leave and disability leave. In both cases, the estimated cost of the leave is also provided.

Table 3.8.1 Sick leave

Salary Band	Total days	% Days with Medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated Cost (R'000)
Leadership (P1 – P3)	0	0%	0	0.00%	0	0
Senior Management (P4 – P5)	56	91%	8	8.70%	7	335
Management (P6 – P7)	89	87%	11	11.96%	8	481
Professionals and technical workers (P8-P10)	296	81%	49	53.26%	6	104
Support Workers (P11 – P16)	222	91%	22	23.91%	10	428
Contractors and Interns	3	0%	2	2.17%	2	3
Total	666	86%	92	100.00%	33	1351
Employees with disabilities	47	94%	4	4.35%	12	152

Table 3.8.2 Disability leave (temporary and permanent)

Salary Band	Total days	% Days with Medical certification	Number of Employees using disability leave	% of total employees using disability leave	Average days per employee	Estimated Cost (R'000)
Leadership (P1 – P3)	0	0	0	0	0	0
Senior Management (P4 – P5)	0	0	0	0	0	0
Management (P6 – P7)	0	0	0	0	0	0
Professionals and technical workers (P8 –P10)	0	0	0	0	0	0
Support Workers (P11 – P16)	0	0	0	0	0	0
Total	0	0	0	0	0	0

Table 3.8.3 Annual Leave

Salary Band	Total days taken	Number of employees using annual leave	Average per employee
Leadership (P1 – P3)	-	0	-
Senior Management (P4 – P5)	148.94	13	11.46
Management (P6 – P7)	329.00	28	11.75
Professionals and technical workers (P8 – P10)	1,988.82	147	13.53
Support Workers (P11 – P16)	1,055.44	83	12.72
Contractors and Interns	112.94	7	16.13
Total	3,635.14	278	13.08
Employees with disabilities	150.00	9	16.67

Table 3.8.4 Capped leave

Salary Band	Total days of capped leave taken	Number of employees using capped leave	Average number of days taken per employee	Average capped leave per employee as at 31 March 2022
Leadership (P1 – P3)	0	0	0	0
Senior Management (P4 – P5)	0	0	0	0
Management (P6 – P7)	0	0	0	0
Professionals and technical workers (P8 – P10)	0	0	0	0
Support Workers (P11 – P16)	0	0	0	0
Total	0	0	0	0
Employees with disabilities	0	0	0	0

The following table summarises payments made to employees as a result of leave that was not taken, leave incashment can only take place on expiry of contract or termination.

Table 3.8.5 Leave pay-outs

Reason	Total Amount (R'000)	Number of Employees	Average per employee (R'000)
Leadership (P1 – P3)	313	1	0
Senior Management (P4 – P5)	1439	11	0
Management (P6 – P7)	607	6	0
Professionals and technical workers (P8 – P10)	142	2	71
Support Workers (P11 – P16)	91	3	30
Contractors and Interns	80	3	27
Total	2672	26	103
Employees with disabilities	313	1	313

3.9 HIV/AIDS and Health Promotion Programmes

Table 3.9.1 Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk

Table 3.9.2 Details of Health Promotion and HIV/AIDS Programmes (tick the applicable boxes and provide the required information)

Question	Yes	No	Details, if yes
1. Has the Legislature designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	×		Ms. Wisani Matsimbi Human Resources Business Partner
2. Does the legislature have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	×		» Four (4) employees » The annual budget for Wellness Programme is R915,000 per annum. » The annual budget for the Clinic is R636,000 per annum » Total = R1,551,000 per annum



Table 3.9.2 Details of Health Promotion and HIV/AIDS Programmes (tick the applicable boxes and provide the required information)

Question	Yes	No	Details, if yes
3. Has the legislature introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.	x		<p>The GPL entered into a partnership with ICAS in 2021 to implement the Employee Assistance Programme which focuses on:</p> <ul style="list-style-type: none"> » Counselling Services – Telephonic, Face-to-face, Trauma Intervention, Managerial Referral Consultancy » Life Management – Debt Management, Money Management, Legal Advice and Guidance, Family Care » Awareness Intervention – Wellness Day and Electronic Wellness Events, Employee and Managerial Awareness Sessions » Executive Medical Assessments
4. Has the legislature established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.		x	<p>The GPL has developed a Psychosocial Framework that was approved recently for implementation. During its implementation, the GPL will establish a Wellness Management Committee to monitor and evaluate the implementation of the Psychosocial Framework, whilst advocating for the promotion of wellness interventions and programmes in the organisation.</p>
5. Has the Legislature reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies and practices so reviewed.	x		<p>The GPL has a Policy Committee that oversees the development and revision of employment policies. Thus far, the following policies are under review to be inclusive:</p> <ul style="list-style-type: none"> » Time and Attendance Policy » Travel Policy » Talent Attraction and Retention Policy » Psychosocial Framework
6. Has the legislature introduced measures to protect HIV-positive employees from discrimination? If so, list the key elements of these measures.	x		<p>The GPL has outsourced pathology testing for its Senior Management team and employees. Any form of pathology tests is conducted by ICAS, the EAP partner of the GPL. Pathology results are given to the employee by the service provider's medical doctor during the Executive Medical Assessments to maintain confidentiality.</p> <p>The GPL has a clinic, an Occupational Health Nurse and a Medical Doctor that attend to the rest of the staff's medical needs. The information is kept confidential by the medical practitioners.</p> <p>The GPL employs the services of ICAS, Bonitas and Discovery to conduct health screenings during the Annual Wellness Day. Medical practitioners are responsible for the health screening and the results of the health screening are shared with the respective employees only to maintain confidentiality.</p>
7. Does the legislature encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have	x		<p>» 4 Executive Directors and 16 Senior Managers attended Executive Medical Assessments including pathology assessments from December 2021 until March 2022.</p>
8. Has the legislature developed measures to indicate/ indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures or indicators.	x		<ul style="list-style-type: none"> » Monthly reports on the utilisation of EAP by ICAS » Quarterly reports on the utilisation of EAP by ICAS » Wellness Survey conducted in the organisation

3.10 Labour Relations

Table 3.10.1 Collective agreements

Subject Matter	Date

The following table summarises the outcome of disciplinary hearings conducted within the legislature for the year under review.

Table 3.10.2 Misconduct and disciplinary hearings finalised

Outcomes of disciplinary hearings	Number	% of total
Correctional counselling		
Verbal warning		
Written warning		
Final written warning	1	33,33%
Suspended without pay		
Fine		
Demotion		
Dismissal		
Not guilty		
Case withdrawn		
Resignation before conclusion of hearing	1	33,33%
Contract expires	1	33,34%
Total	3	100%

Table 3.10.3 Type of misconduct

	Number	% of Total
Gross dereliction of duties	3	42,86%
Gross misconduct	3	42,86%
Insubordination	1	14,28%
Total	7	100%

Table 3.10.4 Grievances lodged

	Number	% of Total
Number of grievances resolved	2	67%
Number of grievances not resolved	1	33%
Total number of grievances lodged	3	100%

Table 3.10.5 Disputes lodged

	Number	% of Total
Number of disputes settled	1	20%
Number of disputes withdrawn	2	40%
Number of disputes in progress	2	40%
Number of disputes dismissed	0	
Total number of disputes lodged	5	100%



Table 3.10.6 Strike actions

Total number of persons working days lost	0
Total costs working days lost	0
Amount (R'000) recovered as a result of no work no pay	0

Table 3.10.7 Precautionary suspensions

Number of people suspended	0
Number of people whose suspension exceeded 30 days	0
Average number of days suspended	0
Cost (R'000) of suspension	0

3.11 Injury on duty

The following table provides basic information on injury on duty.

Table 3.11.1 Injury on duty

Nature of injury on duty	Number	% of total
Required basic medical attention only	0	0
Temporary Total Disablement	1	100%
Permanent Disablement	0	0
Fatal		
Total	1	100%



3.12 Utilisation of Consultants

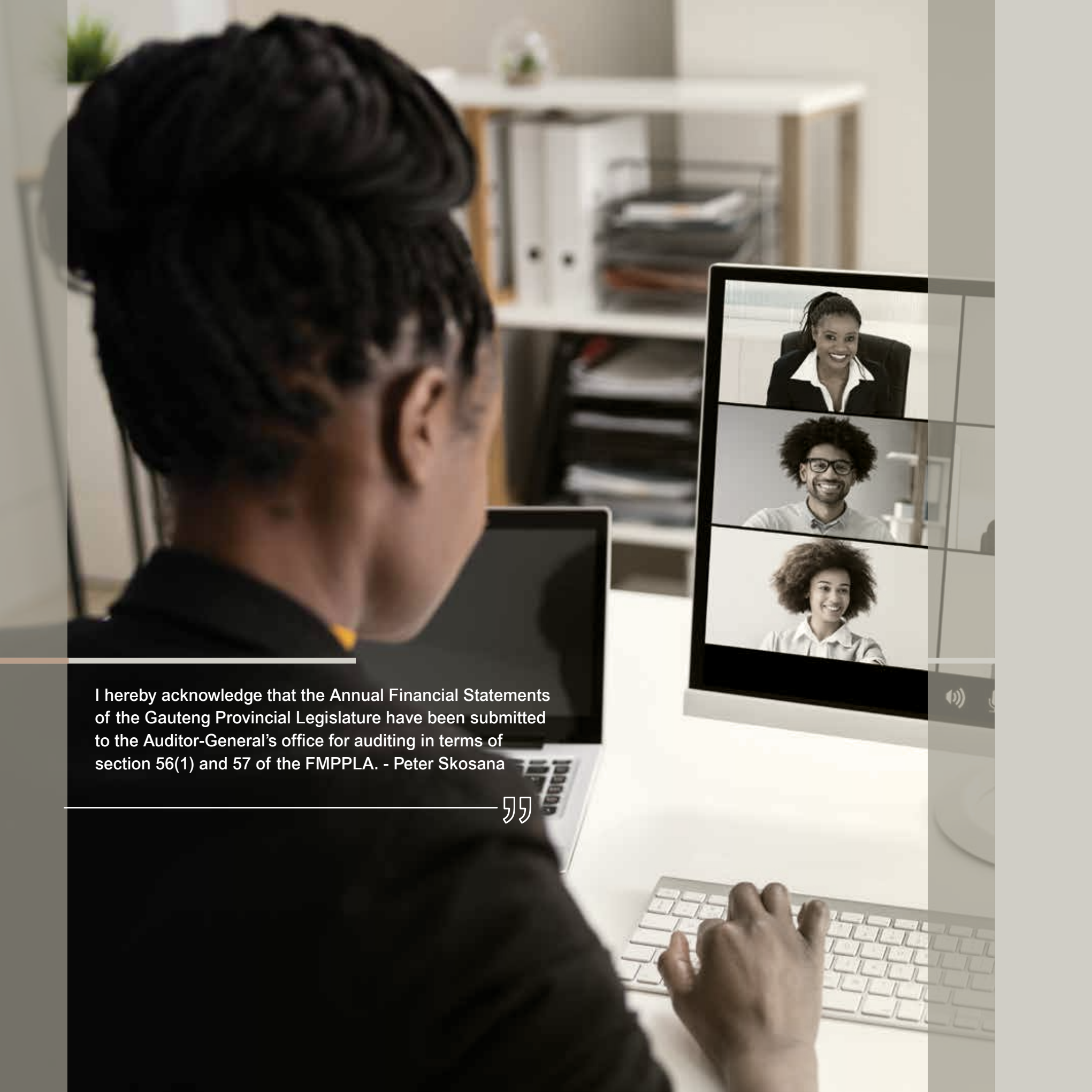
Table 3.12.1 Report on consultant appointments using appropriated funds

Programme (R' Amount)	Activity	Expenditure for the quarter	Expenditure to date
Office of the Secretary			
	Ethics training for Members	41 975	41 975
Total: Office of the Secretary		41 975	41 975
Corporate Support Services			
	Actuarial valuation of defined employee benefit obligation	-	14 375
	Research work for EFF	150 000	1 200 000
	Research work for IFP	85 500	475 500
	Research work for VF+	664 000	664 000
	IPMS Audit of Performance Reviews & Portfolio of Evidence	-	254 090
Total: Corporate Support Services		899 500	2 607 965
Core Business			
	Media Monitoring	196 200	261 600
	Social media services	184 000	184 000
	OCPOL motivational speaker	29 860	29 860
Total: Core Business		410 060	475 460
Office of the CFO			
	Asset contract workers	-	121 250
	IDU Review and adjustment of budget system setup	-	3 953
	Annual Barn-owl Support Fees	-	15 640
	IDU customised reports	16 208	16 208
	Art curators	163 333	163 333
Total: Office of the CFO		179 541	320 384
Total: consultants		1 531 076	3 445 784

3.13 Budget Allocation to Transformation Programmes

Table 3.13.1 Institutional HDI Targets

Target	Actual Performance
HDI: 60%	68.64%
Women: 30%	32.22%
Youths: 10%	14.72%
Persons with disabilities: 2%	1.11%



I hereby acknowledge that the Annual Financial Statements of the Gauteng Provincial Legislature have been submitted to the Auditor-General's office for auditing in terms of section 56(1) and 57 of the FMPPLA. - Peter Skosana

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FINANCIAL INFORMATION

*Following up on our commitments,
making your future work better*



CONFIRMATION OF THE ACCURACY AND FAIR PRESENTATION OF THE ANNUAL FINANCIAL STATEMENTS SUBMITTED

MR PETER SKOSANA

Accounting Officer of the Gauteng Provincial Legislature

Financial Statements for the 2021/22 financial year ending 31 March 2022

I hereby acknowledge that the Annual Financial Statements of the Gauteng Provincial Legislature have been submitted to the Auditor-General's office for auditing in terms of section 56(1) and 57 of the FMPPLA.

I acknowledge my responsibility for the accuracy of the accounting records and the fair presentation of the Performance Information and confirm to the best of my knowledge and belief, the following:

- » The financial statements have been prepared in accordance with Generally Recognised Accounting Practice (GRAP),
- » The financial statements are complete and accurate;
- » The financial statements are free from material misstatements including omissions; and
- » Accounting estimates are reasonable in the circumstances.

Yours faithfully,
Peter Skosana
Secretary to the Provincial Legislature
(Accounting Officer)
31 May 2022

Abbreviations

COID	Compensation for Occupational Injuries and Diseases
GRAP	Generally Recognised Accounting Practice
IAS	International Accounting Standards
IPSAS	International Public Sector Accounting Standards
MEC	Member of the Executive Council
IPMS	Institutional Performance Management System
GPL	Gauteng Provincial Legislature
FMPPLA	Financial Management of Parliament and Provincial Legislatures Act
PPE	Property, Plant and Equipment
EFT	Electronic Funds Transfer
GRIR	Goods Received Invoice Received
IR	Invoice Received
IT	Information Technology
UIF	Unemployment Insurance Fund

General Information

Legal form of entity
Provincial Legislature

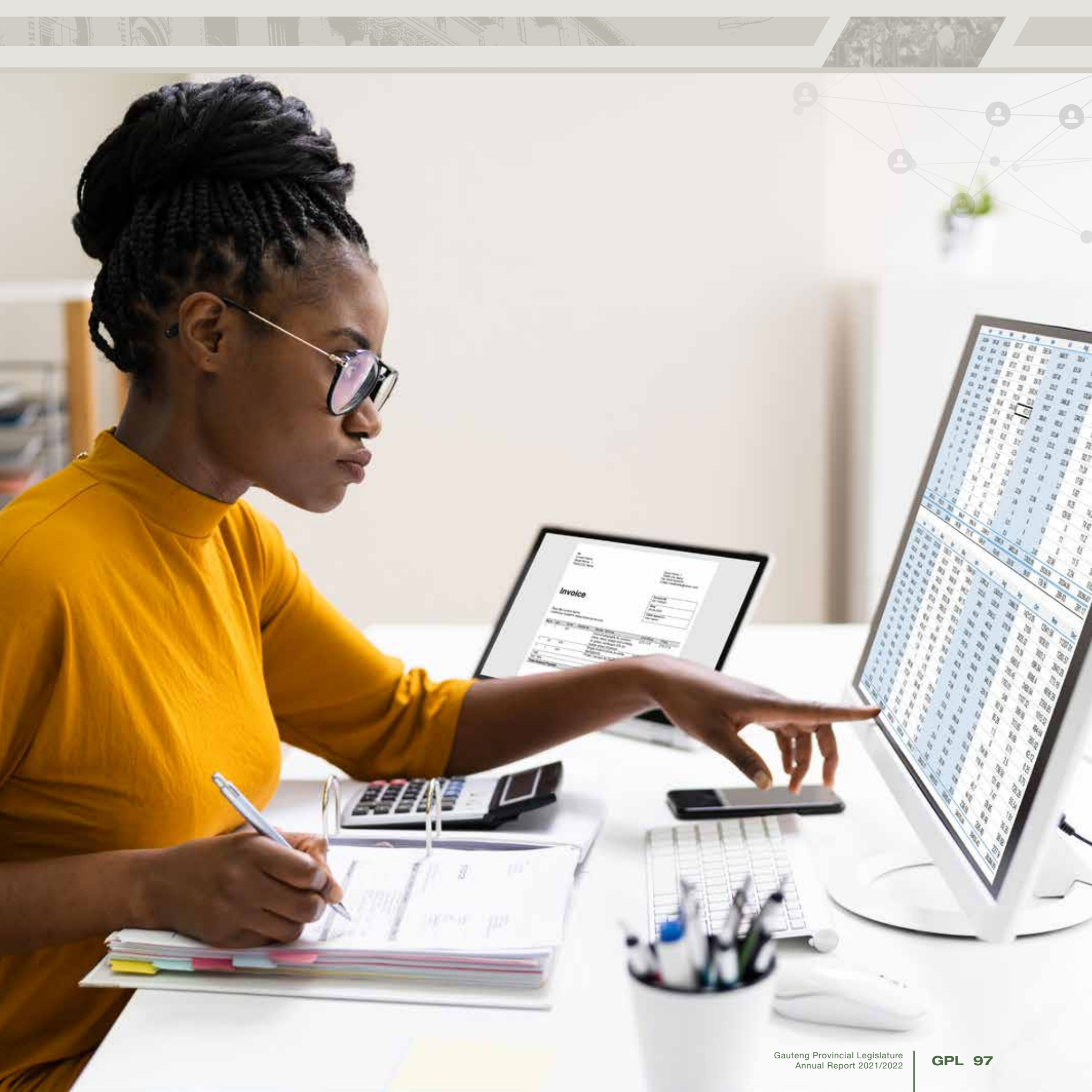
Postal address
Private Bag X52
Johannesburg 2000

Registered office
Cnr President and Loveday
Street Johannesburg, 2001

Bankers
Standard Bank of SA

Business address
Cnr President and Loveday Street
Johannesburg, 2001

Auditors
Auditor-General South Africa
(AGSA)
Registered Auditors





Report of the Auditor-General to the Gauteng Provincial Legislature on vote no. 2: Gauteng Provincial Legislature

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Gauteng Provincial Legislature set out on pages 102 to 141, which comprise the statement of financial position as at 31 March 2022, the statement of financial performance, statement of changes in net assets, cash flow statement and statement of comparison of budget and actual amounts for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Gauteng Provincial Legislature as at 31 March 2022, and its financial performance and cash flows for the year then ended in accordance with the Standards of Generally Recognised Accounting Practice (GRAP) and the requirements of the Financial Management of Parliament and Provincial Legislatures Act 10 of 2009 (FMPPLA).

Basis for opinion

3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the auditor-general's responsibilities for the audit of the financial statements section of my report.
4. I am independent of the legislature in accordance with the International Ethics Standards Board for Accountants' International code of ethics for professional accountants (including International Independence Standards) (IESBA code) as well as other ethical requirements that are relevant to my

audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.

5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Emphasis of matters

6. I draw attention to the matters below. My opinion is not modified in respect of these matters.

Material uncertainty relating to contingent liabilities

7. With reference to note 27 to the financial statements, the legislature is a defendant in a number of labour matters. The legislature is opposing these claims. The ultimate outcomes of the matters could not be determined and no provision for any liability that may result was made in the financial statements.

Underspending of the vote

8. As disclosed in the statement of comparison of budget and actual amounts, the legislature materially underspent the budget by R93 466 667.

Responsibilities of the accounting officer for the financial statements

9. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the GRAP and the requirements of the FMPPLA, and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
10. In preparing the financial statements, the accounting officer is responsible for assessing the legislature's ability to continue as a going concern, disclosing, as applicable, matters

relating to going concern and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the legislature or to cease operations, or has no realistic alternative but to do so.

Auditor-General's responsibilities for the audit of the financial statements

11. My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
12. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report.

Report on the audit of the annual performance report

Introduction and scope

13. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I have a responsibility to report on the usefulness and reliability of the reported performance information against predetermined objectives for the selected programme presented in the annual performance report. I performed procedures to identify material findings but not to gather evidence to express assurance.

14. My procedures address the usefulness and reliability of the reported performance information, which must be based on the legislature's approved performance planning documents. I have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. My procedures do not examine whether the actions taken by the legislature enabled service delivery. My procedures do not extend to any disclosures or assertions relating to the extent of achievements in the current year or planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, my findings do not extend to these matters.

15. I evaluated the usefulness and reliability of the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice, for the following selected programme presented in the legislature's annual performance report for the year ended 31 March 2022:

Programme

Programme 4 – core business

Pages in the annual performance report

42 – 43

16. I performed procedures to determine whether the reported performance information was consistent with the approved performance planning documents. I performed further procedures to determine whether the indicators and related targets were measurable and relevant, and assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.

17. I did not identify any material findings on the usefulness and reliability of the reported performance information for this programme:

Programme 4 – core business

Other matter

18. I draw attention to the matter below.

Achievement of planned targets

19. Refer to the annual performance report on pages 24 to 46 for information on the achievement of planned targets for the year.

Report on the audit of compliance with legislation

Introduction and scope

20. In accordance with the PAA and the general notice issued in terms thereof, I have a responsibility to report material findings on the legislature's compliance with specific matters in key legislation. I performed procedures to identify findings but not to gather evidence to express assurance.

21. I did not identify any material findings on compliance with the specific matters in key legislation set out in the general notice issued in terms of the PAA.

Other information

22. The accounting officer is responsible for the other information. The other information comprises the information included in the annual report. The other information does not include the financial statements, the auditor's report and the selected programme presented in the annual performance report that has been specifically reported in this auditor's report.

23. My opinion on the financial statements and findings on the reported performance information and compliance with legislation do not cover the other information and I do not express an audit opinion or any form of assurance conclusion on it.

24. In connection with my audit, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and the selected programme presented in the annual performance report, or

my knowledge obtained in the audit, or otherwise appears to be materially misstated.

25. I did not receive the other information prior to the date of this auditor's report. When I do receive and read this information, if I conclude that there is a material misstatement, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this will not be necessary.

Internal control deficiencies

26. I considered internal control relevant to my audit of the financial statements, reported performance information and compliance with applicable legislation; however, my objective was not to express any form of assurance on it. I did not identify any significant deficiencies in internal control.

Other reports

27. I draw attention to the following engagements conducted by various parties which had, or could have, an impact on the matters reported in the legislature's financial statements, reported performance information, compliance with applicable legislation and other related matters. These reports did not form part of my opinion on the financial statements or my findings on the reported performance information or compliance with legislation.

28. An investigation by an external firm into an allegation of possible fraudulent subsistence and travelling claims for the period 26 March 2020 to 31 October 2020 was in progress at the date of this report. Upon completion of the investigation, the legislature plans to start with the process of holding disciplinary hearings where the investigation confirms financial misconduct.

Auditor General

Johannesburg
16 August 2022





Annexure

Auditor-General's responsibility for the audit

1. As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for the selected programme and on the legislature's compliance with respect to the selected subject matters.

Financial statements

2. In addition to my responsibility for the audit of the financial statements as described in this auditor's report, I also:

- » identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control
- » obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the legislature's internal control
- » evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the accounting officer
- » conclude on the appropriateness of the accounting officer's use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained,

whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of the Gauteng Provincial Legislature to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify my opinion on the financial statements. My conclusions are based on the information available to me at the date of this auditor's report. However, future events or conditions may cause a legislature to cease operating as a going concern

- » evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Communication with those charged with governance

3. I communicate with the accounting officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.
4. I also provide the accounting officer with a statement that I have complied with relevant ethical requirements regarding independence, and communicate all relationships and other matters that may reasonably be thought to bear on my independence and, where applicable, actions taken to eliminate threats or safeguards applied.



STATEMENT OF FINANCIAL POSITION

as at 31 March 2022

Figures in Rand	Note(s)	31-Mar 2022	31-Mar 2021
Assets			
Current Assets			
Inventories	8	718,309	1,109,181
Receivables from exchange transactions	9	3,153,007	3,476,879
Receivables from Non-exchange transactions	9	10,687,859	3,785,078
Prepayments	7	5,719,694	3,727,982
Cash and cash equivalents	10	637,808,024	524,460,105
Non-Current Assets Held for Sale	25	0	1,290,812
		658,086,893	537,850,037
Non-Current Assets			
Heritage assets	3	1,920,264	1,920,264
Property plant and equipment	4	98,340,934	108,245,048
Intangible assets	5	269,680	2,417,671
		100,530,878	112,582,984
Total Assets		758,617,772	650,433,020
Liabilities			
Current Liabilities			
Finance lease obligation	11	4,852,454	1,899,020
Operating lease liability	6	1,159,529	723,108
Payables from exchange transactions	14	28,468,522	29,593,472
Employee benefits obligation	12.1	35,853,759	34,636,804
Other employee benefits - current portion	12.2	1,421,700	914,500
Financial Liabilities	13	7,592,435	7,546,223
		79,348,399	75,313,129
Non-Current Liabilities			
Finance lease obligation	11	231,207	1,860,095
Other employee benefits - non-current portion	12.2	6,384,800	6,694,600
		6,616,007	8,554,695
Total Liabilities		85,964,407	83,867,823
Net Assets		672,653,365	566,565,197
Accumulated surplus		672,653,365	566,565,197

STATEMENT OF FINANCIAL PERFORMANCE

for the period ending 31 March 2022

Figures in Rand	Note(s)	31-Mar 2022	31-Mar 2021
Revenue from non-exchange transactions	15	875,794,609	895,882,264
Revenue from exchange transactions	16	1,631,989	1,321,937
Interest Income	17	14,735,958	11,894,400
Total revenue		892,162,556	909,098,601
Operating expenses	18	(789,729,545)	(753,183,180)
Operating surplus		102,433,011	155,915,421
(Loss)/Gains on Disposal of Assets		(4,067,905)	(1,085,719)
Finance costs	20	(501,722)	(61,274)
Surplus		97,863,383	154,768,428



STATEMENT OF CHANGES IN NET ASSETS

as at 31 March 2022

Figures in Rand	Note	Accumulated surplus	Total net assets
Balance at 1 April 2020		411,796,769	411,796,769
Surplus		154,768,428	154,768,428
Balance at 1 April 2021		566,565,197	566,565,197
Transfer of Functions - GPPF	37	8,224,784	8,224,784
Surplus		97,863,383	97,863,383
Balance at 31 March 2022		672,653,365	672,653,365

CASH FLOW STATEMENT

for the year ended 31 March 2022

Figures in Rand	Note(s)	31-Mar 2022	31-Mar 2021
Cash flows from operating activities			
Receipts			
Revenue from non-exchange transactions		875,340,032	894,157,231
Interest income		14,414,419	10,764,425
Revenue from exchange transactions		2,389,244	789,720
		892,143,695	905,711,376
Payments			
Employee costs		(456,450,166)	(376,278,470)
Political parties support		(159,921,265)	(142,829,470)
Suppliers		(157,999,476)	(183,750,910)
		(774,370,907)	(702,858,850)
Net cash flows from operating activities	23	117,772,788	202,852,526
Cash flows from investing activities			
Purchase of property plant and equipment	4	(1,853,554)	(11,386,774)
Purchase of Intangible Assets		0	(418,667)
Proceeds from sale of property plant and equipment		754,233	49,969
Net cash flows from investing activities		(1,099,321)	(11,755,472)
Cash flows from financing activities			
Transfer of Functions - GPPF	37	1,664,736	0
Finance lease - Interest	11	(501,722)	(61,274)
Finance lease - Capital	11	(4,488,561)	(1,324,433)
Net cash flows from financing activities		(3,325,548)	(1,385,707)
Net increase/(decrease) in cash and cash equivalents		113,347,919	189,711,346
Cash and cash equivalents at the beginning of the year		524,460,105	334,748,759
Cash and cash equivalents at the end of the year	10	637,808,024	524,460,105



STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS as at 31 March 2022

Budget on Cash Basis						
Figures in Rand	Note(s)	Approved Budget	Shifting of Funds	Budget at end of Period	Actual amounts on comparable basis	Difference between budget and actual
Transfer revenue						
Appropriation		795,708,000		795,708,000	795,708,000	0
Economic Class						
Personnel		386,714,000	4,770,000	391,484,000	(379,543,297)	11,940,703
Political party funding and Constituency allowance		159,921,000		159,921,000	(159,921,265)	(265)
Goods and services		222,844,000	(4,770,000)	218,074,000	(161,399,364)	56,674,636
Assets		26,229,000		26,229,000	(1,377,408)	24,851,592
Total	33	795,708,000	0	795,708,000	(702,241,333)	93,466,667
Budget Surplus						
						93,466,667

STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS

as at 31 March 2021

Budget on Cash Basis						
Figures in Rand	Note(s)	Approved Budget	Shifting of Funds	Budget at end of Period	Actual amounts on comparable basis	Difference between budget and actual
Transfer revenue						
Appropriation		817,763,000		817,763,000	817,763,000	0
Economic Class						
Personnel		408,337,000		408,337,000	(385,831,031)	22,505,969
Political party funding and Constituency allowance		142,592,000	237,470	142,829,470	(142,829,470)	0
Goods and services		262,602,000	(20,236,470)	242,365,530	(125,608,898)	116,756,632
Assets		4,232,000	19,999,000	24,231,000	(11,867,431)	12,363,569
Total	33	817,763,000	0	817,763,000	(666,136,830)	151,626,170
Budget Surplus						
						151,626,170

ACCOUNTING POLICIES

1. Presentation of Annual Financial Statements

The Annual Financial Statements have been prepared in accordance with the Standards of Generally Recognised Accounting Practice (GRAP) issued by the Accounting Standards Board in accordance with Section 56 of the Financial Management of Parliament and Provincial Legislatures Act No. 10 of 2009.

These Annual Financial Statements have been prepared on an accrual basis of accounting and are in accordance with historical cost convention as the basis of measurement unless specified otherwise. They are presented in South African Rand.

A summary of the significant accounting policies, which have been consistently applied in the preparation of these Annual Financial Statements are disclosed below.

1.1 Significant judgements and sources of estimation uncertainty

In preparing the Annual Financial Statements management is required to make estimates and assumptions that affect the amounts represented in the Annual Financial Statements and related disclosures. Use of available information and the application of judgement is inherent in the formation of estimates. Actual results in the future could differ from these estimates which may be material to the Annual Financial Statements. Significant judgements include:

Impairment of Exchange and Non-exchange Receivables

The GPL assesses its trade receivables and loans and receivables for impairment at the end of each reporting period in determining whether an impairment loss should be recorded in surplus or deficit, management makes judgements as to whether there is observable data indicating a measurable decrease in the estimated future cash flows from a financial asset. Management assesses all accounts with balances outstanding for 90 days and longer to determine whether there is evidence that they should be impaired.

Property plant equipment and intangible assets

The GPL reviews and tests the carrying value of assets when events or changes in circumstances suggest that the carrying amount may not be recoverable. If there are indications that impairment may have occurred, the remaining service potential of the asset is determined. The most appropriate

approach selected to determine the remaining service potential is dependent on the availability of data and the nature of the impairment.

Useful lives of property plant equipment and intangible assets

The GPL's management determines the estimated useful lives and related depreciation charges for the property, plant and equipment and Intangible assets. This estimate is based on patterns in which assets' future economic benefits or service potential are expected to be consumed. When the estimated useful life of an asset differs from previous estimates, the change is applied prospectively in the determination of the depreciation charge.

1.2 Property plant and equipment

Property, plant and equipment is initially measured at cost at the time they are incurred. Cost includes all of the expenditure which is directly attributable to the acquisition or construction of the asset.

Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation of an asset commences when the asset is available for use as intended by management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by GPL. The useful lives of items of property plant and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Land	None	Infinite
Buildings	Straight line	50
Leasehold property	Straight line	over the lease period
Plant and machinery	Straight line	5-15 years
Furniture and fixtures	Straight line	9 to 21 years
Motor vehicles	Straight line	5 to 9 year
Office equipment	Straight line	13 years
IT equipment	Straight line	5 to 15 years
Leasehold improvements	Straight line	over the lease period
Library books	Straight line	20-25 years



The residual value and the useful life and depreciation method of each asset are revised at the end of each reporting date. If the expectations differ from previous estimates the change is accounted as a change in accounting estimate. Reviewing the useful life of an asset on an annual basis does not require the GPL to amend the previous estimates unless expectations differ from previous estimates. The residual value of motor vehicles is estimated at 20% of the cost.

Items of property plant and equipment are derecognised when the asset is disposed of or when there are no further economic benefits or service potential expected from the use of the asset.

1.3 Intangible assets

Intangible assets are carried at cost at the time they are incurred, less any accumulated amortisation and any impairment losses.

Intangible assets consist of Computer software and licences acquired and is measured at cost less accumulated amortisation on a straight-line basis over expected useful lives.

The amortisation period and the amortisation method for intangible assets are reviewed at each reporting date. Amortisation is provided to write down the intangible assets on a straight line basis to their residual values as follows:

Item	Depreciation method	Average useful life
Computer software	Straight line	10 - 12 years

1.4 Heritage assets

Heritage assets are made up of artwork that the GPL holds and have a cultural, historical and artistic significance and are held indefinitely for the benefit of present and future generations.

Heritage assets are measured at cost.

After recognition as an asset a class of heritage assets is carried at its cost less any accumulated impairment losses.

The GPL does not depreciate Heritage assets.

1.5 Financial instruments

The GPL has the following types of financial assets (classes and category) as reflected on the face of the statement of financial position or in the notes thereto:

Class	Note Reference	Category
Cash and cash equivalents	Note 10	Financial asset measured at amortised cost
Receivables from exchange transactions	Note 9.1	Financial asset measured at amortised cost
Other receivables from non-exchange transactions	Note 9.2	Financial asset measured at amortised cost

The GPL has the following types of financial liabilities (classes and category) as reflected on the face of the statement of financial position or in the notes thereto:

Class	Note Reference	Category
Trade and other payables from exchange transactions	Note 14	Financial liability measured at amortised cost
Other long-term employee benefits	Note 12.2	Financial liability measured at fair value

1.6 Leases

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership. A lease is classified as an operating lease if it does not transfer substantially all the risks and rewards incidental to ownership.

When a lease includes both land and buildings elements, the GPL assesses the classification of each element separately.

Finance leases - lessee

Finance leases are recognised as assets and liabilities in the statement of financial position at amounts equal to the fair value of the leased property or if lower the present value of the minimum lease payments. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation.

The discount rate used in calculating the present value of the minimum lease payments is the interest rate implicit in the lease.

Finance leases are made up of cellphone and printer rentals with an average rental period of three years.

Operating leases - lessee

Operating lease payments are recognised as an expense on a straight-line basis over the lease term. The difference between the amounts recognised

as an expense and the contractual payments are recognised as an operating lease asset or liability.

The aggregate benefit of incentives is recognised as a reduction of rental expenses over the lease term on the straight line basis over the lease term. any contingent rent is recognised separately as an expense when paid or payable and is not straight lined over the lease term. The GPL leases two office buildings located in the Gauteng and Western Cape provinces.

1.7 Inventories

Inventories are initially measured at cost except where inventories are acquired through a non-exchange transaction then their costs are their fair value as at the date of acquisition.

The cost of inventories is assigned using the weighted average cost formula. The same cost formula is used for all inventories having a similar nature and use to the GPL. The GPL inventory consists of memorabilia that is available for sale and consumables that is used in the normal course of operations.

When inventories are sold, the carrying amounts of those inventories are recognised as an expense in the period in which the related revenue is recognised. If there is no related revenue, the expenses are recognised when the goods are distributed or related services are rendered. The amount of any write-down of inventories to net realisable value or current replacement cost and all losses of inventories are recognised as an expense in the period the write-down or loss occurs. The amount of any reversal of any write-down of inventories arising from an increase in net realisable value or current replacement cost are recognised as a reduction in the amount of inventories recognised as an expense in the period in which the reversal occurs.

1.8 Employee benefits

Short-term employee benefits

Short-term employee benefits are employee benefits (other than termination benefits) that are due to be settled within twelve months after the end of the period in which the employees render the related service.

Short-term employee benefits include items such as:

- » salaries and social security contributions;
- » short-term compensated absences (such as paid annual leave and paid sick leave) where the compensation for the absences is due to be settled within twelve months after the end of the reporting period in which the employees render the related employee service;

The GPL measures the expected cost of accumulating compensated absences as the additional amount that the GPL expects to pay as a result of the unused entitlement that has accumulated at the reporting date.

The GPL recognises the expected cost of leave, bonus incentive and performance related payments when the GPL has a present legal or constructive

obligation to make such payments as a result of past events and a reliable estimate of the obligation can be made. A present obligation exists when the GPL has no realistic alternative but to make the payments.

Other long-term employee benefits

The GPL provides other long-term employee benefits to its employees in the form of long service bonus awards based on the number of completed years in the employ of GPL.

The amount recognised as a liability for other long-term employee benefits is the net total of the following amounts:

- » The present value of the defined benefit obligation at the reporting date; minus the fair value at the reporting date of plan assets (if any) out of which the obligations are to be settled directly.

The GPL shall recognise the defined benefit obligation per annual actuarial valuation.

1.9 Provisions and Contingencies

Provisions are recognised when:

- » the GPL has a present obligation as a result of a past event;
- » it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation; and
- » a reliable estimate can be made of the obligation.

The GPL doesn't not have any provisions for the current financial year as previously recognised provisions are now classified under employee benefit obligations. Contingent assets and contingent liabilities are not recognised but details thereof are disclosed in note 26.

1.10 Revenue from exchange transactions

The GPL generates revenue from the rental of city hall and parking bays and the sales of memorabilia.

The Legislature recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the Legislature and when specific criteria have been met for each of the Legislature's activities as described below. The amount of revenue is not considered to be reliably measurable until all contingencies relating to the sale have been resolved.

1.11 Revenue from non-exchange transactions

Revenue from a non-exchange transaction is measured at the amount of the increase in net assets recognised by the GPL

Appropriated funds - Voted Funds and Parliamentary Business

- » Appropriated funds comprises of annual allocations as well as direct charges for Parliamentary business.
- » Appropriated funds are recognised in the statement of financial performance on the date the appropriation becomes effective.

Goods or Service in kind

The GPL recognises services in-kind that are significant to its operations or service delivery objectives as assets and the related revenue when it is probable that the future economic benefits or service potential will flow to the GPL and the fair value of the assets can be measured reliably. Where services in-kind are not significant to the GPL's operations and/or service delivery objectives, the GPL discloses the nature and type of services in-kind received during the reporting period.

1.12 Comparative figures

When the presentation or classification of items in the Annual Financial Statements is amended prior period comparative amounts are restated. The nature and reason for the restriction is disclosed where accounting errors have been identified in the current period. the correction is made retrospectively as far as practicable and the period comparable as far as practicable and the prior year comparatives are restated accordingly.

1.13 Unauthorised expenditure

Unauthorised expenditure means: overspending of a vote or a main division within a vote; and expenditure not in accordance with the purpose of a vote or in the case of a main division not in accordance with the purpose of the main division.

All expenditure relating to unauthorised expenditure is recognised as an expense in the statement of financial performance in the that the expenditure was incurred. The expenditure is classified in accordance with the nature of the expense and where recovered it is subsequently accounted for as revenue in the statement of financial performance.

1.14 Fruitless and wasteful expenditure

Fruitless expenditure means expenditure which was made in vain and would have been avoided had reasonable care been exercised. All expenditure relating to fruitless and wasteful expenditure is recognised as an expense in the statement of financial performance in the year that the expenditure was incurred. The expenditure is classified in accordance with the nature of the expense and where recovered it is subsequently accounted for as revenue in the statement of financial performance.

1.15 Irregular expenditure

Irregular expenditure as defined in section 1 of the Financial Management of Parliament and Provincial Legislatures Act as expenditure incurred in other than unauthorised expenditure contravention of or that is not in accordance with a requirement of any applicable legislation.

Irregular expenditure that was incurred and identified during the current financial and which was condoned before year end and/or before finalisation of the financial statements must also be recorded appropriately in the irregular expenditure register disclosed in the Financial Statements.



Irregular expenditure that was incurred and identified during the current financial year and for which condonement is outstanding at year end must be recorded in the irregular expenditure register and disclosed in the Financial Statements.

Where irregular expenditure was incurred in the previous financial year and is only condoned in the following financial year, the register and the disclosure note to the financial statements must be updated with the amount condoned.

1.16 Budget information

GPL is typically subject to budgetary limits in the form of appropriations or budget authorisations (or equivalent) which is given effect through authorising legislation appropriation or similar.

The Annual Financial Statements and the budget are on different basis of accounting, therefore a comparison with the budgeted amounts for the reporting period have been included in the Statement of comparison of budget and actual amounts and a reconciliation between actual surplus and deficit and budget is disclosed in the note.

The Statement of comparative and actual information has been included in the Annual Financial Statements as the recommended disclosure when the Annual Financial Statements and the budget are on the same basis of accounting as determined by National Treasury.

1.17 Related parties

The GPL operates in an economic sector currently dominated by entities directly or indirectly owned by the South African Government. As a consequence of the constitutional independence of the three spheres of government in South Africa, only entities within the provincial sphere of government are considered to be related parties.

Management are those persons responsible for planning directing and controlling the activities of the GPL including those charged with the governance of the GPL in accordance with legislation in instances where they are required to perform such functions.

Close members of the family of a person are considered to be those family members who may be expected to influence or be influenced by that management in their dealings with the GPL.







Notes to the Annual Financial Statements for the year ended March 31, 2022

2. Standards approved and effective not yet effective

2.1 New Standards Implemented

During the Financial year ended 31 March 2022 the following standards were implemented:

Standard/ Interpretation:	Effective date:
GRAP 104: Financial Instruments	Effective from - 1 April 2021
GRAP 25: Employee Benefits	Effective from - 1 April 2021

2.2 Standards Issued but not yet effective

During the financial year ended 31 March 2022 there were no new standards that are not effective.

Notes to the Annual Financial Statements for the year ended March 31, 2022

3. Heritage assets

	2022			2021		
	Cost	Accumulated depreciation and impairment	Carrying value	Cost	Accumulated depreciation and impairment	Carrying value
Art work	1,920,264	-	1,920,264	1,920,264	-	1,920,264
Reconciliation of heritage assets - 2022				Opening balance	Disposals	Total
				1,920,264	-	1,920,264
Reconciliation of heritage assets - 2021				Opening balance	Disposals	Total
Art work				1,920,264	-	1,920,264

4. Property, plant and equipment

	2022			2021		
	Cost	Accumulated depreciation and impairment	Carrying value	Cost	Accumulated depreciation and impairment	Carrying value
Land	9,111,028	0	9,111,028	9,111,028	0	9,111,028
Buildings	60,941,570	(15,769,838)	45,171,732	60,941,570	(14,241,693)	46,699,878
Leasehold property	18,779,242	(13,649,280)	5,129,962	13,056,712	(9,213,970)	3,842,742
Plant and machinery	17,499,499	(10,439,686)	7,059,812	18,015,523	(9,384,905)	8,630,618
Furniture and Office Equipment	13,779,974	(7,162,572)	6,617,403	16,136,219	(8,777,063)	7,359,156
Motor vehicles	8,324,378	(1,923,758)	6,400,620	8,324,378	(1,077,782)	7,246,596
IT equipment	30,701,076	(14,388,932)	16,312,145	38,262,872	(15,048,086)	23,214,786
Library books	5,214,248	(2,676,016)	2,538,232	4,515,791	(2,375,546)	2,140,245
Total	164,351,015	(66,010,082)	98,340,934	168,364,093	(60,119,045)	108,245,048



Notes to the Annual Financial Statements for the year ended March 31, 2022

4. Property, plant and equipment ^{continued}

Reconciliation of property, plant and equipment - 2022

	Opening balance	Additions	Disposals	Depreciation	Impairment loss	Total
Land	9,111,028	0	0	0	0	9,111,028
Buildings	46,699,878	0	0	(1,528,145)	0	45,171,733
Leasehold assets	3,842,742	5,813,108	(51,538)	(4,474,349)	0	5,129,963
Plant and machinery	8,630,619	388,867	(9,934)	(1,949,739)	0	7,059,813
Furniture and Office Equipment	7,359,156	0	(80,035)	(661,718)	0	6,617,403
Motor vehicles	7,246,596	0	0	(845,977)	0	6,400,619
IT equipment	23,214,785	766,230	(1,977,042)	(5,691,829)	0	16,312,144
Library books	2,140,244	698,457	0	(300,470)	0	2,538,231
Total	108,245,048	7,666,662	(2,118,549)	(15,452,227)	0	98,340,934

Reconciliation of property, plant and equipment - 2021

	Opening balance	Additions	Disposals	Depreciation	Impairment loss	Total
Land	9,111,028	0	0	0	0	9,111,028
Buildings	47,933,738	288,521	0	(1,522,381)	0	46,699,878
Leasehold assets	1,194,327	3,912,364	0	(1,263,949)	0	3,842,742
Plant and machinery	10,602,868	259,183	(253,743)	(1,977,688)	0	8,630,619
Furniture and Office Equipment	8,810,638	73,800	(760,092)	(765,191)	0	7,359,156
Motor vehicles	1,215,777	7,196,832	(712,455)	(453,558)	0	7,246,596
IT equipment	24,486,937	3,171,990	(655,890)	(3,788,251)	0	23,214,785
Leasehold improvements	2,586,932	0	0	(2,586,933)	0	0
Library books	2,018,624	396,448	0	(274,827)	0	2,140,244
Total	107,960,869	15,299,138	(2,382,180)	(12,632,778)	0	108,245,048

Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand	2022	2021
Disclosure on Repairs and Maintenance of Property, Plant and Equipment		
Buildings	3,053,183	2,323,555
IT equipment	119,686	405,321
	3,172,870	2,728,876

5. Intangible assets

Figures in Rand	2022			2021		
	Cost	Accumulated amortisation and accumulated impairment	Carrying value	Cost	Accumulated amortisation and accumulated impairment	Carrying value
Computer software other	19,749,300	(19,479,620)	269,680	21,162,078	(18,744,407)	2,417,671

Reconciliation of intangible assets - 2022

	Opening balance	Additions	Write-off/ Disposal	Amortisation	Total
Computer software, other	2,417,671	0	(1,412,778)	(735,213)	269,680

Reconciliation of intangible assets - 2021

	Opening balance	Additions	Disposals	Amortisation	Total
Computer software, other	2,612,050	418,667	(44,320)	(568,725)	2,417,671



Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand

2022

2021

6. Operating lease liabilities

Current liabilities

1,159,529

723,108

1,159,529

723,108

The operating lease liabilities is as a result of straight lining of rental payments over the lease term.

7. Prepayments

Insurance

502,185

0

Subscriptions

1,236,934

996,009

Software Licences

3,980,574

2,731,973

5,719,694

3,727,982

Prepayments relate to payments made during the year but relating to the following financial period. Amounts applicable to period after financial year end are recognised as prepayments at the end of March 2022.

8. Inventories

Memorabilia for sale

115,763

227,553

Consumable stores

532,705

776,322

Maintenance materials

69,841

105,305

718,309

1,109,180

Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand

2022

2021

9. Receivables

9.1 Receivables from exchange transactions

Interest receivable	1,563,358	1,129,974
Staff receivables	46,030	77,930
Trade debtors	2,821,218	2,605,343
Less: Impairment	(1,277,599)	(336,368)
Current assets	3,153,007	3,476,879

Fair value of receivables from exchange transactions

Receivables from exchange transactions	3,153,007	3,476,879
---	------------------	------------------

No receivables from exchange transactions were used as collateral.

In estimating the future cash flows management estimates the cash flows that it expects to collect based on the facts and circumstances at the reporting date.

Management adopted the pattern of each receivable over the previous 12 months as the most appropriate methodology as it reflects the amount likely to be collected in future.

Receivables from exchange transactions past due but not impaired.

Receivables from exchange transactions due which are not considered to be impaired at 31 March 2022 amounted to R1,875,408 (2021 R 3,140,511)

The ageing of amounts after impairment are as follows:

0 to 30 days	3,025,250	3,316,274
31 to 60 days	104,741	0
61 days and over	23,016	160,605
	3,153,007	3,476,879

Reconciliation of provision for impairment of receivables from exchange transactions.

As at 31 March 2022 trade and other receivables from exchange transactions that were impaired and provided for were as follows:

Opening balance	336,368	336,368
Provision for impairment	941,231	0
	1,277,599	336,368



Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand	2022	2021
9.2 Receivables from non - exchange transactions		
Statutory Receivables	10,687,859	3,785,078
	10,687,859	3,785,078

The Statutory receivables consists of Members Gratuities and a Transfers from the Political Party Fund. Members gratuities were paid during the financial year 2021/22 which Treasury still needs to refund the GPL as part of the direct charges. Acknowledgement of this debt has been received from Treasury.

No receivables were used as collateral.

In estimating the future cash flows management estimates the cash flows that it expects to collect based on the facts and circumstances at the reporting date.

Management adopted the pattern of each receivable over the previous 12 months as the most appropriate methodology as it reflects the amount likely to be collected in future.

Statutory receivables are current and are not considered for impairment.

10. Cash and cash equivalents

Cash and cash equivalents consist of:

Bank balances	637,808,024	524,460,105
	637,808,024	524,460,105
Standard Bank		
Standard Bank Main	401,787,764	305,501,764
Standard Bank Revenue	233,513,233	218,958,341
Standard Bank Salaries	22,203	0
Standard Bank Political Party Fund (refer to note 35)	2,484,824	0
	637,808,024	524,460,105

The exposure to credit risk is the carrying amount of each class of cash and cash equivalents. Cash and cash equivalents are placed with high credit quality rated financial institution therefore the carrying values were not impaired.

The Fitch ratings has affirmed the Long-Term Issuer Default Ratings assigned to Standard Bank of South Africa Limited (SBSA) at BB-

Accordingly the risk associated with SBSA is considered negligible or within the acceptable tolerance threshold.

Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand

11. Finance lease obligation

	2022	2021
Minimum lease payments due		
Not later than one year	5,049,013	2,101,999
Later than one year and not later than five years	234,930	1,925,799
	5,283,943	4,027,799
less: future finance charges	(200,281)	(268,683)
Present value of minimum lease payments	5,083,661	3,759,115
Present value of minimum lease payments due		
Non-current liabilities	231,207	1,860,095
Current liabilities	4,852,454	1,899,020
	5,083,661	3,759,115

It is GPL's policy to lease certain cell phones and photo copy machine under finance leases.
The average lease term was 2-3 years and the average effective borrowing rate was in line with the contract.



Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand	Opening Balance	Additions	Reversed during the year	Utilised during the year	Total
12. Employee benefits obligation					
12.1 Short term employee benefits					
Reconciliation of employee benefits-2022					
Bonus	7,882,032	0	(344,784)	(3,653,161)	3,884,087
Pay Progression	7,840,600	4,164,720	(3,699,949)	(1,142,049)	7,163,322
Leave	18,914,172	6,448,146	0	(2,883,405)	22,478,913
Other	0	2,327,438	0	0	2,327,438
	34,636,804	12,940,304	(4,044,733)	(7,678,616)	35,853,759
Reconciliation of employee benefits-2021					
Bonus	8,450,526	3,884,087	(813,919)	(3,638,662)	7,882,032
Pay Progression	0	7,840,600	0	0	7,840,600
Leave	9,629,349	28,241,902	0	(18,957,079)	18,914,172
	18,079,875	39,966,589	(813,919)	(22,595,741)	34,636,804

The GPL employee benefit obligation consist of amounts payable to employees based on results of the integrated performance management system and it's dependent on employees' attainment of certain performance goals. The bonus element is payable to senior management (level P3 to P6). The pay progression is payable to the rest of the employees (level P7 to P16)

Leave Utilised is the leave paid out to employees who resigned or whose employment contracts ended during the year.

Other employee benefits relates to the backpay of members' salary increases due for the period between 1 April 2021 to 31 March 2022 as per general notice 823 of 2022.

Refer to note 38 for more information.

Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand	2022	2021
12.2 Other Long-term employee benefits		
Defined Benefit Obligation	7,806,500	7,609,100
(Less) Fair Value of Assets		
	7,806,500	7,609,100
Current portion (short term liability)	1,421,700	914,500
Non-current portion	6,384,800	6,694,600
	7,806,500	7,609,100

Reconciliation of the Employee Benefits

Opening Defined Benefit Obligation	7,609,100	6,610,100
Plus: Interest cost	615,900	685,500
Service cost	769,600	713,900
Actuarial (gain)/loss	(243,100)	532,100
Less: Benefits paid	(945,000)	(932,500)
Closing Defined Benefit Obligation	7,806,500	7,609,100

The following main assumptions were used in performing the valuation at 31 March 2022:

Discount rate	8.70%	7.79%
Salary inflation	5.40%	4.64%
Expected retirement age	63	63



Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand	2022	2021
13. Financial Liabilities		
Staff payables¹		
Staff Members	759,160	735,948
Political staff	35,100	29,100
Members of Parliament	17,000	0
	811,260	765,048
Claims and recoveries²		
Insurance claim payable	6,781,175	6,781,175
	7,592,435	7,546,223
<p>¹ The amount relates to optional savings made by employees during the financial year as deductions from their salaries. The money is paid back to employees upon request but ordinarily paid out in December of each year. The amount of R 811,260 is therefore funds held in custody on behalf of employees of the GPL as at 31 March 2022 and payable immediately upon request.</p> <p>² This amount is as a result of insurance claim received on behalf of member which was not paid as at 31 March 2022.</p>		
14. Payables from exchange transactions		
Goods Received (GRIR)	2,197,665	5,209,721
Uncleared EFT	4,632,892	2,934,361
Trade payables	21,637,966	21,449,391
	28,468,522	29,593,473
15. Revenue from non-exchange transactions		
Voted funds	795,708,000	817,763,000
Direct charges - Parliamentary Business	80,086,609	78,119,264
	875,794,609	895,882,264
16. Revenue from exchange transactions		
Parking income	1,609,889	1,321,937
Hall bookings	22,100	0
	1,631,989	1,321,937

Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand	Notes	2022	2021
17. Interest Income			
Interest income		14,735,958	11,894,400
		14,735,958	11,894,400
Interest income includes an amount of R1,563 million accrued bank interest.			
18. Operating expenses			
Advertising		9,442,644	4,814,627
Auditors remuneration - regulatory audit	21	4,281,267	3,274,592
Auditors remuneration - other audits	22	2,508,000	2,406,710
Consulting and professional fees ¹		8,941,463	10,239,146
Covid-19 PPE		3,848,036	4,351,437
Depreciation amortisation and impairments		16,187,440	13,201,503
Employee costs	19	377,836,846	393,635,372
Hansard outsourcing ²		6,578,592	1,220,449
Insurance		2,220,760	2,251,166
Internal audit fees		1,703,908	1,780,314
Licence fees		11,301,715	11,682,371
Members remuneration	36	80,073,889	78,119,264
Opening of the Legislature		3,449,750	2,355,279
Placement fees		8,808,048	207,000
Political party funding and Constituency allowances		159,921,265	142,829,470
Rent		15,689,719	15,535,526
Repairs & maintenance	4	3,172,870	2,728,877
Security maintenance		12,019,332	11,928,992
Staff bursaries		3,279,821	3,313,358
Telephone and fax		8,192,191	8,996,119
Travel & Accommodation - Local		9,131,914	4,442,520
Travel & Accommodation - Overseas		5,063,378	0
Workshop, functions and public hearings		11,116,607	4,787,600
Operating expenditure ³		24,960,089	29,081,488
		789,729,545	753,183,180

¹ Consulting and professional fees - expenditure relating the outsourcing of professional services relating to IT Security, Hansard independent members serving on LSB structures and other general consultants.

² Hansard outsourcing - Transcripts and recordings relating to House sittings.

³ Operating expenditure - expenditure relating to bank charges, training, cleaning, printing and other general expenses.



Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand	2022	2021
19. Employee related costs		
Salary ¹	353,277,413	370,208,378
Service cost Interest cost and actuarial loss	1,142,400	1,931,500
UIF	999,069	888,877
Leave pay	4,625,339	0
Overtime payments	0	1,879,428
Car allowance	17,633,725	18,727,190
Home Connectivity	158,900	0
	377,836,846	393,635,373
¹ Salary includes basic salary , IPMS, fringe benefits (funeral contribution), relocation cost and 13th cheque.		
20. Finance costs		
Finance leases - Interest portion on Finance lease	501,722	61,274
	501,722	61,274
21. Auditors' remuneration		
Regulatory audit	4,281,267	3,274,592
	4,281,267	5,681,302
22. Auditors' remuneration - other audits		
Other audits	2,508,000	2,406,710
	2,508,000	2,406,710

Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand	2022	2021
23. Cash generated from operations		
Surplus	97,863,383	154,768,428
Adjustments for:		
Depreciation and amortisation	16,187,440	13,201,503
Impairment	0	0
Finance costs - Finance leases	501,722	61,274
Movements in operating lease assets	436,421	250,835
Movements in employee benefits	1,216,955	16,556,928
Movements in Other long term benefits	197,400	999,000
Asset Disposals	4,067,905	1,085,719
Staff payables	46,212	(199,026)
Changes in working capital:		
Inventories	390,872	(226,693)
Prepayments	(1,991,712)	(47,173)
Receivables from exchange transactions	435,716	(1,662,192)
Statutory receivables	(454,577)	(1,725,033)
Claims and recoveries	0	6,781,175
Payables from exchange transactions	(1,124,950)	13,007,780
	117,772,788	202,852,526



Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand	Note	At fair value	Total
24. Financial instruments disclosure			
Categories of financial instruments			
March 2022			
Financial assets			
Trade and other receivables from exchange transactions	9	3,153,007	3,153,007
Cash and cash equivalents	10	637,808,024	637,808,024
		640,961,031	640,961,031
Financial liabilities			
Trade and other payables from exchange transactions	14	28,468,522	28,468,522
Financial liabilities	13	7,592,435	7,592,435
Finance lease	11	5,083,661	5,083,661
		41,144,619	41,144,619
March 2021			
Financial assets			
Trade and other receivables from exchange transactions	9	3,476,879	3,476,879
Cash and cash equivalents	10	524,460,105	524,460,105
		527,936,984	527,936,984
Financial liabilities			
Trade and other payables from exchange transactions	14	29,593,472	29,593,472
Financial liabilities	13	7,546,223	7,546,223
Finance lease	11	3,759,115	3,759,115
		40,898,810	40,898,810

Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand

2022

2021

25. Non-Current Assets Held For Sale

Computer Equipment	0	531,060
Furniture & Office Equipment	0	47,297
Transport Assets	0	712,455
	0	1,290,812

All assets that were held for sale in the year 2020/21 were disposed of in the financial year 2021/22

26. Commitments

Authorised expenditure

Approved and contracted for

Goods and services	46,862,576	7,389,230
Total commitments	46,862,576	7,389,230
	46,862,576	7,389,230

Authorised operational expenditure

The commitments will be funded through Grants received from Provincial Treasury

Operating leases - as lessee

Minimum lease payments due

- within one year	13,188,238	11,102,742
- in second to fifth year inclusive	6,897,776	15,191,256
	20,086,013	26,293,998

Operating lease payments represent rentals payable by the GPL for certain of its office properties.

Leases are negotiated for an average term of three years and rentals increase on a annual basis at a rate of 9% and 8% per annum for Johannesburg office and Cape Town office respectively. No contingent rent is payable.



Notes to the Annual Financial Statements for the year ended March 31, 2022

27. Contingent liabilities

Malefane and three others v GPL

Four Senior Managers vs GPL - Challenge in respect of expired contracts of employment with the GPL effective 30 June 2016.

An arbitration was awarded against the GPL for the applicants to be reinstated on a permanent basis from 1st February 2017 and paid monthly salaries from 1st July 2016 to the end of January 2017. The Legislature Services Board directed that the Labour Court ruling be appealed against. The Judge duly granted the GPL leave to Appeal. Subsequent to the appeal having been upheld in favour of the GPL, the applicants filed papers for direct access to the Constitutional Court.

On 31 May 2022, the Constitutional Court considered the application for leave to appeal and concluded that the application be dismissed for lack of reasonable prospects of success. Consequently, the determined contingent liability of R61,6 million as recorded in the previous year financial statements is now derecognized and ceases to exist.

Tafane vs GPL

The Applicant has lodged a claim for 5 years contract of employment or remuneration for 5 years at the Labour Court based on an allegation that he was discriminated against during the process of the appointment of the Director Knowledge Management.

Notice to oppose and statement of response served and filled.

This matter was adjourned sine die(indefinitely) by the Labour Court in June 2018. The GPL will monitor any step(s) taken by the Applicant going forward.

The expected value of this claim is estimated at R6 114 807

Mr Gcwabaza vs the GP

Employee challenging a dismissal by the GPL for allegations of poor performance and dishonesty.

Arbitration was set down on 04 April 2022. Matter not concluded and a new date is 13 May 2022.

The present value of the expected cash flow is not yet known.

Mr Radebe vs the GP

Employee challenging his non shortlisting for Senior position(s) in the GPL.

Matter heard on the 16 March 2022.GPL objected to the jurisdiction of the CCMA and CCMA ruled that the Applicant should apply for condonation.

The present value of the expected cash flow is not yet known.

28. Related parties

Related party relationship exists with all Provincial Government Departments Provincial Public Entities due to Legislature's oversight of these entities and with Political Parties due to them having seats in the Gauteng Provincial Legislature.

Transactions with these entities are within the normal operating parameters established by Gauteng Provincial Legislature.

Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand	Notes	2022	2021
<p>Related party relationship exists with all Provincial Government Departments Provincial Public Entities due to Legislature's oversight of these entities and with Political Parties due to them having seats in the Gauteng Provincial Legislature. Transactions with these entities are within the normal operating parameters established by Gauteng Provincial Legislature.</p>			
28.1 Related Party transactions			
Revenue from non-exchange transactions	15		
Voted funds		795,708,000	817,763,000
Direct charges - Parliamentary Business		80,086,609	78,119,264
		875,794,609	895,882,264
Amount paid to Political parties			
Political Party funding and constituency allowances		159,921,265	142,829,470
		159,921,265	142,829,470
Amount included on Receivables balance			
Provincial Treasury		4,239,655	3,785,078
Office of the Premier		175,763	175,763
Political Party		6,448,204	679,269
Social Development		381,222	243,230
		11,244,844	4,883,340
Amount included on Trade and Other Payables balance			
Political Parties		0	34,574
G-Fleet		877,957	1,787,518
Gauteng E-Gov		3,518,273	3,518,273
		4,396,230	5,340,365
Amount included in Revenue			
Political Parties		434,432	399,071
Social Development		1,178,749	922,866
		1,613,181	1,321,937
Amount included in Expenditure			
G-Fleet		1,255,039	2,797,048
Gauteng E-Gov		0	3,518,273
		1,255,039	6,315,321



Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand	2022	2021
28.1 Related Party transactions		
Compensation to Members		
Annual Remuneration	60,513,632	57,343,063
Car allowances	8,876,517	9,670,423
Political allowances	7,376,206	7,320,699
Connectivity Allowance	214,900	0
Members Gratuity	3,092,634	3,785,079
	80,073,888	78,119,264

28.2 Related Party transactions

Legislature is governed by the Executive Authority comprising the Speaker and Deputy Speaker of the Gauteng Legislature.

The Executive Authority, the Secretariat and Senior Management are responsible for the planning, directing and controlling of the activities of the Institution.

During the period under review the following remuneration was paid to the members of management for the services rendered to the Gauteng Provincial Legislature.

Position	Package	Allowances	Total
31 March 2022			
Speaker	2,018,882	130,000	2,148,882
Deputy Speaker	1,609,110	130,000	1,739,110
	3,627,992	260,000	3,887,992
31 March 2021			
Speaker	1,857,795	120,000	1,977,795
Deputy Speaker	1,480,467	120,000	1,600,467
	3,338,262	240,000	3,578,262

Notes to the Annual Financial Statements for the year ended March 31, 2022

28.3 Remuneration of Executive Directors

Position ¹	Package	Performance Bonus & Leave Encashment	Fringe Benefit	Total Remuneration
31 March 2022				
Secretary to the Legislature	2,540,350	312,666	4,220	2,857,236
Chief Financial Officer	2,279,700	389,498	4,220	2,673,418
Executive Director: Corporate support	1,866,728	301,211	4,220	2,172,159
Executive Director: Leadership and Governance	1,563,854	338,499	4,100	1,906,453
Executive Director: Core business	2,009,960	230,684	4,220	2,244,864
	10,260,592	1,572,557	20,980	11,854,129
¹ The majority of senior management contracts expired during the current financial year and the vacancies were re-filled in the same period.				
31 March 2021				
Secretary to the Legislature	2,538,574	0	520	2,539,094
Chief Financial Officer	2,373,013	103,692	520	2,477,225
Executive Director: Corporate support	2,086,863	90,705	520	2,178,088
Executive Director: Leadership and Governance	2,075,571	90,705	520	2,166,796
Executive Director: Core business	2,107,997	91,769	520	2,200,286
	11,182,018	376,871	2,600	11,561,488



Notes to the Annual Financial Statements for the year ended March 31, 2022

28.4 Remuneration of Directors

Position ¹	Package	Performance Bonus & Leave Encashment	Fringe Benefit	Total Remuneration
31 March 2022				
Director: Information Technology	1,831,046	175,220	4220	2,010,486
Director: Oversight and Strategy	1,650,492	256,593	4220	1,911,305
Director : Supply Chain Management	1,405,645	232,724	4160	1,642,529
Director: Finance	1,237,875	332,136	1940	1,571,951
Director: Parliamentary Business	1,466,775	140,361	4220	1,611,356
Director: Members Affairs	1,354,028	203,141	2700	1,559,869
Director: Administration	1,294,153	268,781	2700	1,565,634
Director: Inter-Legislative Relations	1,466,537	109,071	4220	1,579,829
Director: Communications and PPP	1,503,431	197,660	3460	1,704,551
Director: Institutional Support	1,586,135	368,516	3460	1,958,111
Director : Institutional Knowledge Management	1,519,727	109,071	4220	1,633,019
Director: Audit, Risk and Governance	1,392,948	0	4220	1,397,168
	17,708,793	2,393,275	43,740	20,145,808
¹ The majority of senior management contracts expired during the current financial year and the vacancies were re-filled in the same period.				
31 March 2021				
Director: Information Technology	1,995,662	166,401	520	2,162,583
Director: Oversight and Strategy	1,798,708	149,993	520	1,949,221
Director : Supply Chain Management	1,761,210	112,495	520	1,874,225
Director: Finance	1,761,210	112,495	520	1,874,225
Director: Parliamentary Business	1,599,217	133,297	520	1,733,033
Director: Members Affairs	1,798,708	149,993	520	1,949,221
Director: Administration	1,798,708	149,993	520	1,949,221
Director: Inter-Legislative Relations	1,656,051	138,109	520	1,794,680
Director: Communications and PPP	1,902,250	121,494	520	2,024,264
Director: Institutional Support	1,648,715	0	520	1,649,235
Director : Institutional Knowledge Management	1,625,214	103,582	520	1,729,315
Director: Audit, Risk and Governance	1,440,059	0	520	1,440,579
	20,785,712	1,337,850	6,240	22,129,802

Notes to the Annual Financial Statements for the year ended March 31, 2022

28.5 Remuneration of Senior Managers

Position ¹	Package	Performance Bonus & Leave Encashment	Fringe Benefit	Total Remuneration
31 March 2022				
Senior Manager: Integrity Office	1,201,812	214,364	3,460	1,419,636
Senior Manager: Human Capital	536,346	200,321	300	736,967
Office Manager: Corporate support	993,444	173,063	300	1,166,807
Senior Manager: Planning Monitoring and Evaluation	1,311,068	125,162	4,220	1,440,449
Office Manager: Core Business	1,276,557	121,867	4,220	1,402,644
Board secretariat LSB	931,625	229,005	1,180	1,161,810
Senior Manager: HR Business Partner	1,133,675	198,008	2,700	1,334,383
	7,384,526	1,261,790	16,380	8,662,696
¹ The majority of senior management contracts expired during the current financial year and the vacancies were re-filled in the same period.				
31 March 2021				
Senior Manager: Integrity Office	1,368,714	59,431	520	1,428,665
Senior Manager: Human Capital	1,429,006	118,862	520	1,548,388
Office Manager: Corporate support	1,526,956	96,817	520	1,624,293
Senior Manager: Planning, Monitoring and Evaluation	1,428,145	118,862	520	1,547,527
Office Manager: Core Business	1,483,443	208,874	560	1,692,877
Board secretariat LSB	1,551,190	129,090	520	1,680,800
Senior Manager: Communication	1,203,283	0	520	1,203,803
Senior Manager: Transversal & Mainstreaming	832,399	169,700	120	1,002,219
Senior Manager Budget & Reporting	632,971	209,431	160	842,562
Senior Manager: HR Business Partner	1,518,918	96,817	520	1,616,255
	12,975,025	1,207,884	4,480	14,187,389

29. Service in Kind

During the financial year the SAPS variably deployed personnel at the GPL to implement its own responsibility in terms of the National Key Point Act. These services in-kind are not significant to the operations of the Legislature and cannot be reliably measured hence not recognised. The GPL has outsourced security services to meet the requirements of the GPL and its operations.



Notes to the Annual Financial Statements for the year ended March 31, 2022

30. Risk management

Financial risk management

The GPL is exposed to the following risks from its use of financial instruments:

- Liquidity risk; and
- Credit risk;
- Interest rate risk

Liquidity risk

The GPL's risk to liquidity is a result of the funds available to cover future commitments. The GPL manages liquidity risk through an ongoing review of future commitments and credit facilities.

	Note	Less than 1 year	Between 1 and 5 years	Over 5 years	Total
At 31 March 2022					
Trade and other payables	14	28,468,522	0	0	28,468,522
Finance lease	11	4,852,454	231,207	0	5,083,661
		33,320,976	231,207	0	33,552,183
At 31 March 2021					
Trade and other payables	14	29,593,472	0	0	29,593,472
Finance lease	11	1,899,020	1,860,095	0	3,759,115
		31,492,493	1,860,095	0	33,352,588

Credit risk

Credit risk consists mainly of cash equivalents and trade debtors.

The GPL only deposits cash with major banks with high quality credit standing and limits exposure to any one counter-party.

The Global ratings has affirmed international scale rating assigned to Standard Bank of South Africa Limited of BB- with the outlook accorded as Stable.

Accordingly the risk associated with SBSA is considered negligible or within the acceptable tolerance threshold.

Management evaluates credit risk relating to receivables on an ongoing basis. Financial assets exposed to credit risk are as follows:

Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand	Notes	2022	2021
Financial instruments			
Receivables from exchange transactions	9	3,153,007	3,476,879
Cash and cash equivalents	10	637,808,024	524,460,105
		640,961,031	527,936,984
Interest rate risk			
Fluctuations in Interest rates impact on the value of investments and financing activities			
Sensitivity Analysis			
The following table demonstrates the sensitivity of financial Instruments to changes in the interest rate at reporting date.			
		Receivables from exchange transactions	Cash and cash equivalent
Interest rate exposure at statement of financial position date			
31 March 2022			
1% effect		31,530	6,378,080
-1% effect		(96,012)	(6,378,080)
31 March 2021			
1% effect		34,769	5,244,601
-1% effect		(34,769)	(5,244,601)



Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand

2022

2021

31. Fruitless and wasteful expenditure

Opening balance	73,658	0
Fruitless and wasteful expenditure - current	79,150	80,158
Fruitless and wasteful expenditure incurred in prior year but identified in current year	66,847	0
Less: Fruitless and wasteful expenditure recoverable	(66,847)	0
Less: Amounts condoned	0	(6,500)
	152,808	73,658

The Audit, Risk and Governance Directorate conducted a detailed analysis of the expenditure in line with the unauthorised, irregular, fruitless and wasteful expenditure guidelines. The Fruitless and Wasteful expenditure identified amounted to R145 997. Details of the identified fruitless and wasteful expenditure are as follows:

- An Official was charged for loss incurred in the procurement of blazers for Members of the GPL. The official responsible for the loss accepted liability to repay the money. An Acceptance of Debt was signed and submitted to HRM to initiate the recovery processes
- Safety and Security Committee physical meeting cancelled late and conducted virtually whilst SCM assisted in expediting the procurement process for Hansard technical services. The service provider set up the technical equipment at the venue. No GPL officials attended the event. Investigation is currently being conducted on the matter. Further work needs to be undertaken to establish any wrongdoing on the part of end user and implement consequence management, if necessary.

32. Irregular expenditure

Opening balance	0	0
Add: Irregular Expenditure - relating to current year	0	24,600
Add: Irregular Expenditure - introduced in the current year relating to prior years	0	0
Less: Amounts condoned	0	(24,600)
	0	0

There was no irregular expenditure identified for the current year

Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand

33. Reconciliation of actual budget amounts (cash basis) on a comparable basis to actual amounts in the Annual Financial Statements

	2022	2021
Net surplus per the statement of financial performance	97,863,383	154,768,428
Adjusted for:		
Capitalisation of Assets	(7,666,662)	(11,805,440)
Depreciation and Amortisation recognised	16,187,440	13,201,503
Impairment and Disposal of Assets	4,067,905	1,085,719
Employee Benefit Obligations	(823,792)	8,003,367
Inventory	390,872	(226,693)
Movements in Leases	1,760,967	(1,027,730)
Prepayments	(1,991,712)	2,213,090
Movement in Financial Liabilities	46,212	(199,026)
Receivables	0	(1,170,712)
Interest Income	(14,735,958)	(11,894,400)
Revenue from exchange transactions	(1,631,989)	(1,321,937)
Net surplus per approved budget	93,466,667	151,626,169

34. Budget differences

The overall underspending on the budget is as a result of the following

2021/22 Expenditure stands at R702.3 million or 88% of the allocated budget and the details are as follows:

- Compensation of employees spending at 97% of personnel budget;
- Goods and services spent 74% of allocated budget;
- Transfers made to political parties equate to 100% of transfers budget; and
- Capital assets spending at 5% of capital budget.

35. Change in Accounting Estimates

The remaining useful lives of non-current assets were assessed in the current financial year and the impact of the assessment of useful lives on depreciation is as follows:

	Depreciation Before Assessment	Depreciation After Assessment	Impact on Depreciation
Computer Equipment	1,294,337	2,174,676	880,338
Transport Assets	151,553	126,294	(25,259)
	1,445,890	2,300,970	855,080



Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand

2022

2021

36. Compensation to Members

Annual Remuneration	60,513,632	57,343,063
Car allowances	8,876,517	9,670,423
Political allowances	7,376,206	7,320,699
Connectivity Allowance	214,900	0
Members Gratuity	3,092,634	3,785,079
	80,073,888	78,119,264

37. Transfer of Functions-Gauteng Political Party Fund

The Political Party Funding Act, 2018 (the National Funding Act) was assented to on 21 January 2019. The President determined that the National Funding Act commence operation on 1 April 2021. Each province was therefore required to take measures in ensuring that it is compliant with the National Funding Act by that date. The promulgation of the National Funding Act rendered the The Gauteng Political Party Fund Act (GPPFA) as unconstitutional and hence required to be repealed. The GPPFA was accordingly repealed with Gauteng Political Party Fund Repeal Act, No.5 of 2021. In line with Section 2(2) of the Act, all assets, liabilities, rights, duties, obligations, including any unspent portion of any funds received or accrued by the disestablished Political Party Fund, are to be transferred to, and vest, in the Gauteng Provincial Legislature. The Gauteng Political Party Fund Repeal Act date of commencement is 20 October 2021 and the transfer of the GPPF is as follows:

Assets, Liabilities transferred to the GPL on 20 October 2021

Assets

Trade and other receivables from non-exchange transactions	6,448,204
Trade and other receivable from exchange transactions	111,844
Cash and Cash equivalents*	74,223,856

Liabilities

Transfers Payable*	(72,559,120)
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Net Assets Transferred

8,224,784

*The outstanding transfers to the GPL of R 72 559 120 being allocations paid to political parties through the GPL bank account on behalf of the GPPF will be eliminated upon the transfer of functions

Revenue and expenditure attributable to the transfer of functions subsequent to the transfer

Interest Income	715,222
Surplus attributable to the transfer of functions	715,222

Notes to the Annual Financial Statements for the year ended March 31, 2022

Figures in Rand

2022

2021

38. Events After Balance Sheet Date

As per the Government Gazette no. 46120 published on 30 March 2022, the Independent Commission for the Remuneration of Public Office Bearers made a proposal to the President to increase the salaries of public office bearers. Thereafter, on 14 June 2022 the President of the Republic of South Africa gazetted Proclamation 67 of 2022 in Government Gazette 46545 which stated the following: in terms of section 6 (1) of the Remuneration of Public Office Bearers Act, 1998 (Act No. 20 of 1998), the President determined that the upper limit of salaries of positions of the office bearers in Column 3 of Schedule 1 shall be set out in the Column 4 of schedule 1 with effect from 01 April 2021, subject to the provision of section 6(2)-(8) of the Act, and the terms and conditions set out herein. The Premier of the Gauteng Province approved general notice 823 of 2022 on the 21st of June 2022 where salaries and allowances of members of the Executive Council and the different members of the Legislature were determined.

Effect of the adjustments made in the annual financial statements is as follows:

Statement of Financial Position

Receivables from non-exchange transactions

2,327,438

Employee benefits obligation

(2,327,438)

Accumulated Surplus

0

Statement of Financial Performance

Revenue from Non-Exchange transactions- Direct charges

(2,327,438)

Operating expenses-Members remuneration

2,327,438

Surplus

0



Detailed Income statement for the year ended March 31, 2022

Figures in Rand	Note(s)	2022	2021
Revenue			
Revenue from non-exchange transactions	15	875,794,609	895,882,264
Revenue from exchange transactions	16	1,631,989	1,321,937
Interest Income	17	14,735,958	11,894,400
		892,162,556	909,098,601
Expenses		(789,729,545)	(753,183,180)
Operating surplus		102,433,011	155,915,421
(Loss)/Profit on disposal of assets		(4,067,905)	(1,085,719)
Finance costs	20	(501,722)	(61,274)
Surplus for the year		97,863,383	154,768,428

The supplementary information presented does not form part of the Annual Financial Statements and is unaudited

Detailed Income statement for the year ended March 31, 2022

Figures in Rand	Note(s)	2022	2021
Operating expenses			
Access control consumables		0	83,916
Accommodation		3,539,399	633,593
Advertising		9,442,644	4,814,627
Air travel		4,107,792	3,808,927
Assets expenses		222,531	894,047
Auditors remuneration- regulatory audit	21	4,281,267	3,274,592
Auditors remuneration - other audits	22	2,508,000	2,406,710
Bad debts		941,231	336,368
Bank charges		106,714	57,910
Catering		690,000	(30)
Cleaning Contract		1,775,652	1,558,882
Cleaning materials		447,985	389,013
Computer consumables		770,617	686,726
Conferences		325,312	95,176
Consulting and professional fees		3,640,234	4,756,141
Covid-19 PPE		3,848,036	4,351,437
Crockery and Cutlery		44,682	0
Depreciation amortisation and impairments		16,187,440	13,201,503
Employee Assistance Programme expenses		634,834	828,384
Employee costs	19	377,836,846	393,635,373
Voter Education		2,130,881	0
Fuel & Lubricants		680,190	227,661
General stationery		53,961	470,997
Gifts		198,200	516,334
Hansard outsourcing		6,578,592	1,220,449
IT outsourcing		3,931,710	3,229,492
Insurance		2,220,760	2,251,166
Internal audit fees		1,703,908	1,780,314
Rent		15,689,719	15,535,526
Library reference books		(12,018)	94,976
Licence fees		11,301,715	11,682,371
Members remuneration	36	80,073,888	78,119,264
Municipal service		3,560,325	6,091,607
Placement fees		8,808,048	207,000
Postages		4,132	1,087
Print room rentals		0	8,615
Printing general		1,435,431	1,551,361
Professional fees		5,301,229	5,483,005
Public hearing venue		5,874,215	1,072,014
Refreshments		205,299	229,520
Repairs & maintenance		3,053,183	2,323,556
Repairs of IT equipment		119,686	405,321
Security maintenance		12,019,332	11,928,992
Opening of the Legislature		3,449,750	2,355,279
Staff bursaries		3,279,821	3,313,358
Staff training		2,029,104	917,458
Storage Consumables		98,000	15,920
Subscriptions		2,600,889	2,065,727
Telephone and fax		8,192,191	8,996,119
Special operational project		1,786,327	3,032,300
Political party funding and Constituency allowances		159,921,265	142,829,470
Transport services		4,822,920	3,358,023
Travel & subsistence		48,954	2,269,763
Travel & subsistence International		1,777,109	0
Uniforms		197,219	70,254
Workshop and functions		5,242,392	3,715,586
		789,729,545	753,183,180



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Gauteng Legislature condemns violence
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